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WOMEN IN THE LABOR FORCE
1988

Tennessee Department of Employment Security
Research and Statistics Division
Labor Market Information Unit

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Women in the Labor Force
1988

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INTRODUCTION AND HIGHLIGHTS

This publication summarizes developments in the employment situation of women in the U.S. and in Tennessee. The data indicate past, recent, and future trends. Data are presented on how demographic changes affect the labor force participation of women and on differences between men and women in lifetime labor force attachment, occupations, and earnings.

The phenomenal rise in female labor force activity has been accompanied by major changes in the nature and extent of women's connection to the labor force. Not only are most women currently in the labor market, but the vast majority are full-time, career-oriented workers. This applies across virtually all age, race, and marital status groups. It applies whether or not women have children at home and even for those with very young children.

Only in the last few years have women decided to remain in the labor force for a large part of their adult years and to work even when they have young children at home. As recently as 20 years ago, it was more typical for women to work for a few years after they finished school and then leave the labor force when their first child was born. In many cases, these women did not return to labor force at all or did so only after an absence of several years.

AGE PROFILE OF WOMEN IN THE LABOR FORCE

The age profile of women in the labor force reveals that the largest number of women in the labor force are between 25 and 34 years old. The number of women participating in the labor force declines as their ages rise. In 1986, 28.8 percent of all women in the Tennessee labor force were between 25 and 34 years of age.

The average woman worker 16 years of age in 1980 could expect to spend 29.3 years of her life in the labor force, compared with 39.1 years for a 16-year-old man.

TABLE 1
PERCENT DISTRIBUTION OF THE FEMALE LABOR FORCE BY AGE, 1980 AND 1986

		Civilian Labor Force (thousands)	Years of age						
			16-19	20-24	25-34	35-44	45-54	55-64	65+
U.S.	1980	45,487	9.6%	16.1%	26.9%	19.0%	15.4%	10.4%	2.6%
	1986	52,413	7.3%	13.9%	29.0%	23.3%	14.8%	9.4%	2.3%
TN	1980	890	7.4%	16.0%	28.0%	19.8%	15.5%	10.3%	2.8%
	1986	1,057	7.8%	14.3%	28.8%	21.5%	15.3%	9.5%	2.8%

Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, January 1987.

TABLE 2

DISTRIBUTION OF TENNESSEE'S FEMALE POPULATION BY AGE, 1950 to 1980

	1950	1960	1970	1980
Total	1,668,611	1,826,737	2,026,647	2,374,236
Less than 5 years	187,040	194,563	158,747	158,105
5 to 9 years	158,899	184,563	185,306	169,201
10 to 14 years	140,928	176,442	195,144	181,480
15 to 19 years	136,350	146,691	186,784	210,569
20 to 24 years	138,194	118,516	165,296	214,412
25 to 29 years	137,948	114,915	134,123	196,600
30 to 34 years	123,524	119,899	118,173	182,962
35 to 39 years	121,766	125,554	115,539	146,009
40 to 44 years	108,619	114,517	119,317	127,660
45 to 49 years	92,778	109,536	119,198	119,968
50 to 54 years	79,515	100,310	109,227	122,859
55 to 59 years	65,855	86,493	103,083	124,404
60 to 64 years	54,361	69,584	93,756	109,893
65 to 69 years	50,727	60,661	78,140	101,612
70 to 74 years	33,899	46,711	59,035	83,043
75 years and over	38,210	57,687	85,779	125,459
Median age	27.6	29.0	29.5	31.6

Source: U. S. Department of Commerce, Bureau of the Census, 1980 Census of Population, General Social and Economic Characteristics, Table 62.

MARITAL STATUS

Changes since 1970 in the marital status composition of the U.S. female population have provided a potentially significant demographic source of growth in female labor participation. The incidence of divorce, for example, increased from about 14 per 1,000 married women in 1970 to nearly 22 per 1,000 in 1984. In addition, the proportion of never married women has risen rapidly, especially among young adults, reflecting delayed marriage. For example, the median age at first marriage among women in the United States rose form 20.6 in 1970 to 22.8 in 1984.

In 1980, more than seven percent of Tennessee's women 15 years old and over were divorced and almost 20 percent had never married.

In 1986, more than half (51.2 percent) of all brides were aged 25 years or older. The comparable percentage for 1976 was only 36.4 percent.

TABLE 3
MARITAL STATUS OF WOMEN IN TENNESSEE BY AGE
1980

		Percent			
	Total	Never married	Married	Widowed	Divorced
15 Years and over	1,865,450	19.8	59.6	13.1	7.4
15 to 17	124,725	94.1	5.6	0.0	0.3
18 to 19	85,844	74.9	23.2	0.1	1.8
20 to 24	214,412	41.8	51.8	0.3	6.1
24 to 29	196,600	16.2	72.5	0.5	10.8
30 to 34	182,962	8.3	79.4	0.9	11.4
35 to 44	273,669	5.1	81.3	2.6	11.0
45 to 54	242,827	3.9	78.4	8.1	9.6
55 to 64	234,297	4.3	68.5	20.5	6.7
65 and over	310,114	5.7	36.6	53.7	4.0

Source: U. S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Detailed Population Characteristics, Table 205.

TABLE 4
MARITAL STATUS OF WOMEN IN THE UNITED STATES BY AGE,
1950 to 1980
PERCENT DISTRIBUTION

Age and Status	1950	1960	1970	1980
Total, 15 Years and Over	100.0	100.0	100.0	100.0
Never Married	18.5	17.3	20.6	22.4
Married	67.0	67.3	62.8	59.0
Widowed	12.0	12.4	12.7	11.9
Divorced	2.4	2.9	4.0	6.6
15 to 17 Years Old	100.0	100.0	100.0	100.0
Never Married	92.8	93.2	95.3	97.0
Married	7.0	6.6	4.3	2.9
Widowed	0.0	0.0	0.2	0.0
Divorced	0.1	0.1	0.1	0.1
18 to 19 Years Old	100.0	100.0	100.0	100.0
Never Married	68.9	67.9	76.6	82.8
Married	30.4	31.3	22.5	16.5
Widowed	0.1	0.1	0.3	0.1
Divorced	0.6	0.7	0.6	0.6
20 to 24 Years Old	100.0	100.0	100.0	100.0
Never Married	32.3	28.4	36.3	50.2
Married	65.6	69.4	60.5	45.9
Widowed	0.4	0.3	0.7	0.2
Divorced	1.6	1.8	2.5	3.6
25 to 29 Years Old	100.0	100.0	100.0	100.0
Never Married	13.3	10.5	12.2	20.8
Married	83.3	86.2	82.5	70.4
Widowed	0.9	0.7	1.0	0.4
Divorced	2.5	2.6	4.3	8.5
30 to 34 Years Old	100.0	100.0	100.0	100.0
Never Married	9.3	6.9	7.4	9.5
Married	86.2	88.7	86.1	78.2
Widowed	1.6	1.2	1.5	1.2
Divorced	3.0	3.1	5.0	11.1
35 to 44 Years Old	100.0	100.0	100.0	100.0
Never Married	8.3	6.1	5.7	5.6
Married	84.3	87.1	85.9	81.4
Widowed	3.8	3.0	3.0	2.2
Divorced	3.6	3.8	5.4	10.8
45 to 54 Years Old	100.0	100.0	100.0	100.0
Never Married	7.8	7.0	5.5	4.7
Married	77.6	79.9	81.1	79.1
Widowed	11.1	8.8	7.9	7.0
Divorced	3.5	4.2	5.5	9.2
55 to 64 Years Old	100.0	100.0	100.0	100.0
Never Married	7.9	8.0	6.8	4.6
Married	65.0	66.0	68.0	69.9
Widowed	24.7	22.3	20.2	18.9
Divorced	2.1	3.6	5.0	6.7
65 and Over	100.0	100.0	100.0	100.0
Never Married	8.9	8.5	8.1	5.9
Married	35.7	37.4	36.5	39.7
Widowed	54.3	52.0	52.2	51.0
Divorced	1.1	2.0	3.2	3.4

Source: U. S. Department of Commerce, Bureau of the Census. 1975: Series A 160-171; 1981 B: table 1.

Note: Married includes married with spouse absent.

EDUCATION

The educational upgrading of the female population has been a major facet of social change in the United States. For women age 25 or over, median years of schooling increased from 12.1 to 12.4 years between 1970 and 1980, and the percent graduating from high school grew from 52.8 to 65.8.

In Tennessee, the median years of schooling for women age 25 or over increased from 10.8 to 12.2 years between 1970 and 1980, and the percent graduating from high school grew from 42.3 to 55.8 (see Table 5).

Changes in the educational composition of the female population must be included in any demographic or structural explanation of rising participation rates among the female population. Increasing educational attainment alters the relative importance of home work versus the labor market for many women. This is clearly revealed in female labor force participation rates that tend to accelerate with increasing educational attainment.

The U. S. labor force participation rate in 1984 was 78 percent for female college graduates 25 to 64 years of age, compared to 63.5 percent for women with only a high school education. Women represented 38 percent of all adult workers with 4 years or more of college compared to 32 percent in 1970 (see Table 6).

The participation rate of black women who graduated from college was over 10 percentage points higher than that of white female graduates. As shown in Table 7, black female graduates who were married were much more likely to be in the labor force than their white counterparts, especially if they had children. Black female graduates were also more likely than white graduates to have never married and were twice as likely to be divorced or separated.

TABLE 5
YEARS OF SCHOOL COMPLETED
1960-1970-1980
(Percent Distribution)

	Persons 25 years old and older	Elementary	High School		College			Percent High School Graduates	Median years of school completed
		0 to 8 years	1 to 3 years	4 years	1 to 3 years	4 years	5 or more years		
1980									
United States	132,835,687	18.3	15.3	34.6	15.7	8.6	7.6	66.5	12.5
Male	62,416,454	18.5	14.2	31.1	16.1	9.8	10.3	67.3	12.6
Female	70,419,233	18.0	16.2	37.7	15.3	7.5	5.3	65.8	12.4
Tennessee	2,692,258	27.6	16.2	31.7	11.9	7.2	5.4	56.2	12.2
Male	1,251,787	28.9	14.5	28.9	12.2	8.1	7.3	56.6	12.2
Female	1,440,469	26.6	17.6	34.0	11.6	6.3	3.8	55.8	12.2
1970									
United States	109,899,359	28.3	19.4	31.1	10.6	6.1	4.6	52.3	12.1
Male	51,869,770	29.6	18.6	27.7	10.7	6.8	6.7	51.9	12.1
Female	58,029,589	27.1	20.1	34.1	10.6	5.4	2.7	52.8	12.1
Tennessee	2,127,948	40.0	18.3	25.7	8.2	4.9	3.0	41.8	10.6
Male	992,576	42.3	16.6	23.3	7.9	5.4	4.4	41.0	10.4
Female	1,135,370	38.0	19.7	27.7	8.3	4.5	1.7	42.3	10.8
1960									
United States	99,438,084	39.7	19.2	24.6	8.8	4.6	3.0	41.1	10.5
Male	47,930,513	41.8	18.7	21.2	8.6	5.2	4.4	39.5	10.3
Female	51,507,571	37.8	19.7	27.8	9.0	4.1	1.7	42.5	10.7
Tennessee	1,911,755	53.3	16.3	18.2	6.7	3.6	1.9	30.4	8.8
Male	905,989	56.4	14.9	15.7	6.3	3.9	2.8	28.7	8.6
Female	1,005,766	50.5	17.5	20.5	7.1	3.3	1.1	32.0	9.0

Source: U.S. Department of Commerce, Bureau of the Census.

TABLE 6
LABOR FORCE STATUS
By Years of School Completed
March 1983-1984
25-64 years old

(Numbers in thousands)

Labor force status and years of school completed	Men		Women	
	1983	1984	1983	1984
Civilian noninstitutional population	53,882	54,991	57,754	58,901
Elementary: 8 years or less	5,726	5,560	5,396	5,059
High School: 1 to 3 years	6,220	6,131	7,292	7,068
4 years only	19,224	1,990	25,590	26,310
College: 1 to 3 years	9,229	9,538	9,768	10,100
4 years or more	13,483	13,865	9,749	10,368
Civilian labor force	47,903	48,767	35,712	37,234
Elementary: 8 years or less	4,110	3,902	1,988	1,917
High School: 1 to 3 years	5,193	5,073	3,570	3,782
4 years only	17,404	17,895	15,993	16,709
College: 1 to 3 years	8,459	8,761	6,702	7,050
4 years or more	12,738	13,136	7,462	8,086
Labor force participation rate	88.9	88.7	61.8	63.2
Elementary: 8 years or less	71.8	70.2	36.8	37.9
High School: 1 to 3 years	83.5	82.7	49.0	49.1
4 years only	90.5	89.9	62.5	63.5
College: 1 to 3 years	91.7	91.9	68.6	69.8
4 years or more	94.6	94.7	76.5	78.0
Employed	43,194	45,412	32,903	34,953
Elementary: 8 years or less	3,466	3,453	1,688	1,691
High School: 1 to 3 years	4,336	4,418	3,015	3,070
4 years only	15,334	16,451	14,715	15,646
College: 1 to 3 years	7,750	8,302	6,298	6,678
4 years or more	12,307	12,787	7,186	7,868
Unemployed	4,710	3,355	2,810	2,280
Elementary: 8 years or less	644	448	297	226
High School: 1 to 3 years	857	654	553	401
4 years only	2,069	1,444	1,277	1,061
College: 1 to 3 years	708	458	405	342
4 years or more	431	350	277	218
Unemployment rate	9.8	6.9	7.9	6.1
Elementary: 8 years or less	15.7	11.5	15.0	11.8
High School: 1 to 3 years	16.5	12.9	15.5	11.5
4 years only	11.9	8.1	8.0	6.3
College: 1 to 3 years	8.4	5.2	6.0	5.3
4 years or more	3.4	2.7	3.7	2.7

Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, February 1985, Research Summaries, pp.43-46.

TABLE 7
LABOR FORCE STATUS OF FEMALE COLLEGE GRADUATES
25 to 64 years old
By martial status, presence of children, and race
March 1984

(Numbers in Thousands)

Martial status, race, and Hispanic origin	Civilian Noninstitutional Population		Civilian Labor Force	
	Total	Percent Distribution	Total	Percent of Population
White				
Total, 25 to 64 years old	9,120	100.0	7,052	77.3
Never married	1,590	17.4	1,507	94.8
Married, spouse present	6,306	69.1	4,465	70.8
With children under 18 years old	3,639	39.9	2,477	68.1
Other marital status	1,223	13.4	1,080	88.3
Widowed	180	2.0	120	66.7
Divorced or separated	1,045	11.5	959	91.8
Black				
Total, 25 to 64 years old	779	100.0	684	87.8
Never married	173	22.2	158	91.3
Married, spouse present	396	50.8	346	87.4
With children under 18 years old	251	32.2	227	90.4
Other marital status	210	27.0	180	85.7
Widowed	21	2.7	12	1/
Divorced or separated	188	24.1	168	89.4
Hispanic				
Total, 25 to 64 years old	280	100.0	189	72.7
Married, spouse present	187	64.2	105	62.9
With children under 18 years old	120	46.1	72	60.0
Other marital status	93	35.8	84	90.3

1/ Data not shown where base is less than 75,000.

NOTE: Detail for race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented, and Hispanics are included in both the white and black population groups.

Source: U.S. Department of Labor, Bureau of Labor Statistics,
Monthly Labor Review, February 1985, Research Summaries, pp.43-48.

YOUNG WOMEN'S WORK EXPECTATIONS

Today, young women expect to spend a much greater fraction of their adult lives working in the labor market than their mothers did.

Young women are changing their training and initial job plans as they anticipate greater commitment to the labor force. This is evident in the increased proportion going to college. Women now receive about half of the bachelor's and master's degrees, and more than one-third of the doctoral degrees. The sharpest growth in the past decade has been in professional degrees. In 1985, women received 30 percent of the degrees in medicine (up from 13 percent in 1975), 21 percent in dentistry (up from 3 percent in 1975), and 38 percent in law (up form 15 percent in 1975).

Women's college major choices are converging toward those of men. In 1960, 46 percent of degrees awarded to women were in education. Since then, the increased commitment of women to the labor force has led them to choose a greater variety of college majors. In the fall of 1985, only 19 percent of women beginning college intended to major in education, while 28 percent opted for business, making it the most popular major for women as well as for men. Roughly equal numbers of male and female college graduates now major in the arts and humanities, as well as in the biological sciences and management. Although considerably fewer women major in education then before, 78 percent of education majors are women. Women represent only 13 percent of engineering majors, but a decade earlier they represented a mere 2 percent.

ECONOMIC REPORT TO THE PRESIDENT,
TOGETHER WITH THE ANNUAL REPORT OF
THE COUNCIL OF ECONOMIC ADVISERS,
TRANSMITTED TO THE CONGRESS,
JANUARY 1987.
(Superintendent of Documents,
Washington, 1987), pp.215-217

LABOR FORCE PARTICIPATION

From 1980 to 1986, the United States labor force increased by 13 million with women accounting for 60 percent of the total growth in the labor force. More than 55 percent of American women were working or looking for work during the year.

Black women 16 years of age and over numbered 11 million in 1986, up from 8.7 million in 1975. About 6.3 million of these women, or 57 percent, were in the civilian labor force. This is an increase since 1975, when only 4.2 million black women, or about 49 percent, were employed or looking for work.

Women accounted for 70 percent of the increase in Tennessee's civilian labor force since 1980, or about 201,000 women, compared with 85,000 men. In 1986, women accounted for 46 percent of all persons in the Tennessee civilian labor force. Half of all black workers were women, and 45 percent of all white workers were women (See Table 9).

Labor force participation rates for Tennessee's women were only slightly lower than United States rates for the years 1980 through 1986. In 1986, the overall participation rates for women in the United States and in Tennessee differed by only nine-tenths of a percentage point (See Table 10).

A breakdown of the population by age for 1986 revealed more differentiation with Tennessee participation rates being lower than the U.S. except for the ages between 20 and 34 and those over 65 (See Table 11). More than 65 percent of Tennessee women 20 to 64 years of age, or 945,000 women, were in the civilian labor force in 1986 compared with 85 percent of Tennessee men in this age group. More than 54 percent of all women 16 years of age and over were labor force participants. Participation was highest among women in two age groups: 20 to 24 and 25 to 34; 75 percent of Tennessee women in these age groups were in the labor force.

TABLE 8
WOMEN AS A PERCENT OF THE LABOR FORCE, 1980 AND 1986
(Numbers in Thousands)

	1980	1986
U.S. Labor Force	104,719	117,834
Men	60,145	65,422
Women	44,574	52,413
Percent of Labor Force	42.6%	44.5%
Tennessee Labor Force	2,015	2,301
Men	1,159	1,244
Women	856	1,057
Percent of Labor Force	42.5%	45.9%

Sources: U.S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1980 and 1986.

TABLE 9
LABOR FORCE STATUS OF CIVILIAN NONINSTITUTIONAL POPULATION BY SEX AND RACE
1986 ANNUAL AVERAGES

(Numbers in Thousands)

Area and population group	Civilian non-institutional population (16 yrs. and older)	Civilian labor force		Employment		Unemployment	
		Number	Percent of population	Number	Percent of population	Number	Rate
UNITED STATES							
Total	180,587	117,934	65.3%	109,597	60.7%	8,237	7.0%
Men	85,798	65,422	76.3%	60,892	71.0%	4,530	6.9%
Women	94,789	52,413	55.3%	48,706	51.4%	3,707	7.1%
Both sexes, 16 to 19 years.	14,496	7,926	54.7%	8,472	44.6%	1,454	18.3%
White	155,432	101,801	65.5%	95,660	61.5%	6,140	6.0%
Men	74,390	57,217	76.9%	53,785	72.3%	3,433	6.0%
Women	81,042	44,584	55.0%	41,876	51.7%	2,708	6.1%
Both sexes, 16 to 19 years.	11,879	6,862	57.8%	5,792	48.8%	1,070	15.6%
Black	19,989	12,654	63.3%	10,814	54.1%	1,840	14.5%
Men	8,956	6,373	71.2%	5,428	60.6%	946	14.8%
Women	11,033	6,281	56.9%	5,386	48.8%	894	14.2%
Both sexes, 16 to 19 years.	2,137	883	41.3%	536	25.1%	347	39.3%
TENNESSEE							
Total	3,846	2,301	63.1%	2,116	58.0%	185	8.0%
Men	1,701	1,244	73.1%	1,155	67.9%	89	7.2%
Women	1,945	1,057	54.4%	961	49.4%	96	9.1%
Both sexes, 16 to 19 years.	302	155	51.5%	121	40.0%	35	22.4%
White	3,061	1,936	63.3%	1,801	58.8%	135	7.0%
Men	1,449	1,064	73.4%	998	68.9%	66	6.2%
Women	1,611	873	54.2%	803	49.8%	70	8.0%
Both sexes, 16 to 19 years.	250	133	53.2%	110	43.8%	23	17.6%
Black	559	348	62.2%	298	53.4%	50	14.2%
Men	239	171	71.2%	147	61.5%	23	13.6%
Women	319	177	55.5%	151	47.3%	26	14.8%

Source: U.S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1986.

TABLE 10
LABOR FORCE PARTICIPATION RATES OF WOMEN AND MEN, 1980-1986

	UNITED STATES		TENNESSEE	
	WOMEN	MEN	WOMEN	MEN
1980	51.6	77.4	49.5	74.3
1981	52.1	77.0	50.4	74.1
1982	52.6	76.6	50.0	74.2
1983	52.9	76.4	51.3	74.7
1984	53.6	76.4	52.6	74.3
1985	54.5	76.3	53.3	73.4
1986	55.3	76.3	54.4	73.1

Source: U.S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1980-1986.

TABLE 11
LABOR FORCE PARTICIPATION RATES OF WOMEN BY AGE
1983 AND 1986 ANNUAL AVERAGES

	United States		Tennessee	
	1983	1986	1983	1986
Total, 16 and over	52.9	55.3	51.3	54.4
16 to 19	50.8	53.0	45.3	51.6
20 to 24	69.9	72.4	66.3	76.9
25 to 34	69.0	71.6	68.2	74.5
35 to 44	68.7	73.1	68.0	71.2
45 to 54	61.9	65.9	58.7	60.3
55 to 64	41.5	42.3	39.8	40.1
65 and over	7.8	7.4	7.4	8.9

Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, January 1984 and January 1987.

OCCUPATIONAL EMPLOYMENT

In 1986, 43 percent of the 961,000 women working in Tennessee were employed in administrative support (including clerical) and service occupations.

TABLE 12
PERCENT DISTRIBUTION OF TENNESSEE EMPLOYMENT BY SELECTED OCCUPATIONS
1986 ANNUAL AVERAGES

	Total	Men	Women
Total employed (in 1,000's)	2,116	1,155	961
Executive, administrative, and managerial	8.5%	9.5%	7.2%
Professional Specialty	10.1%	8.3%	12.3%
Technicians and related support	2.8%	2.6%	3.1%
Sales	11.6%	10.7%	12.6%
Administrative support, including clerical	14.4%	5.5%	25.1%
Service occupations	13.0%	8.7%	18.1%
Precision production, craft and repair	13.6%	22.8%	2.7%
Machine operators, assemblers, and inspectors	12.8%	11.1%	14.9%
Transportation and material moving	4.7%	8.0%	0.7%
Handlers, equipment cleaners, helpers, and laborers	4.8%	7.1%	2.0%
Farming, forestry, and fishing	3.6%	5.7%	1.2%

Source: U. S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1986.

EMPLOYMENT BY INDUSTRY

In 1986, 43 percent of Tennessee's 961,000 working women were employed in the trade and services industries.

TABLE 13
PERCENT DISTRIBUTION OF TENNESSEE EMPLOYMENT BY INDUSTRY
1986 ANNUAL AVERAGES

	Total	Men	Women
Total Employed (in 1,000's)	2,116	1,155	961
Total Nonagricultural	95.3%	94.4%	96.4%
Total Manufacturing	24.5%	26.5%	22.1%
Durable Goods	11.3%	15.1%	6.8%
Non-durable Goods	13.2%	11.4%	15.3%
Construction	5.5%	9.0%	1.2%
Transportation, Communication, and Public Utilities	4.2%	5.7%	2.5%
Trade	18.8%	17.7%	20.2%
Finance, Insurance, and Real Estate	4.8%	3.3%	6.5%
Services	15.8%	10.0%	22.8%
Government	14.0%	12.6%	15.6%
Agriculture	3.5%	5.3%	1.5%

Source: U.S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1986.

PART-TIME EMPLOYMENT

About 23 percent of all employed Tennessee women held part-time jobs (less than 35 hours a week) in 1986. A majority of women holding part-time (63 percent) were employed on a voluntary part-time basis, while 37 percent worked part-time for economic reasons. More than 62 percent of all part-time workers were women.

The number of hours worked per week or per year is a measure of the intensity of a person's connection to the labor market. In 1986, 78 percent of all U. S. employed women ages 25 to 54 worked full-time; an additional 5 percent worked fewer than 35 hours but wanted full-time jobs; and only 17 percent worked part-time voluntarily.

Even though most women work full-time, they tend to work fewer hours per week than do men. In 1986, prime working age women in nonagricultural industries averaged about 37 hours per week, compared with 44 hours for men in the same age group. Employed women are heavily concentrated in the retail trade and service industries in which part-time work is common. Approximately 6 of every 10 prime working-age women were in these two industries in 1987, in contrast to only 3 of every 10 prime working-age men.

TABLE 14
TENNESSEE
FULL- AND PART-TIME STATUS OF THE CIVILIAN LABOR FORCE BY SEX
1986

(Numbers in thousands)

	Full-time labor force					Part-time labor force			
	Total	Employed		Unemployed (looking for full-time work)		Total	Employed on voluntary part-time	Unemployed (looking for part-time work)	
		Full-time scheduled	Part-time for economic reasons	Number	Percent of full-time labor force			Number	Percent of part-time labor force
Total	2,048	1,761	135	152	7.4	253	220	33	13.1
Men	1,151	1,022	53	76	6.6	92	79	13	13.9
Women	897	739	82	76	8.4	161	140	20	12.7

Source: U.S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1986.

UNEMPLOYMENT

The unemployment rate for Tennessee women in the labor force was 9.1 percent in 1986 compared to 7.1 percent for all women in the U. S. labor force. Among black women the 1986 unemployment rate was 14.8 percent compared to 8.0 percent for white women in Tennessee (See Table 9).

The 1986 unemployment rate for men in Tennessee was 1.9 percentage points lower than for women, while differences for U.S. males and females was only 0.2 percentage points. According to the Bureau of Labor Statistics, men in general are unemployed longer than women.

In 1986, almost half of all unemployed women were either entering the labor force for the first time or re-entering the labor force after a period of absence.

TABLE 15
DISTRIBUTION OF UNEMPLOYED PERSONS 16 YEARS OLD AND OVER
BY DURATION OF UNEMPLOYMENT
1986

	Total Unemployed (in thousands)	Less than 5 weeks	5-14 weeks	15 Weeks and Over	27 Weeks and Over
U. S. Total	8,237	41.9%	31.0%	27.1%	14.4%
Men	4,530	37.8%	31.1%	31.1%	17.3%
Women	3,707	46.8%	30.9%	22.2%	10.9%
Tennessee Total	185	41.9%	33.9%	24.1%	12.1%
Men	89	37.3%	34.8%	27.9%	16.5%
Women	96	46.2%	33.1%	20.6%	8.0%

Source: U. S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1986.

TABLE 16
UNEMPLOYMENT BY REASONS FOR 1986 ANNUAL AVERAGES
TENNESSEE

	Total Unemployment	Reason for Unemployment				
		Job Losers		Job Leavers	Re-entrants	New Entrants
		Total	On Layoff			
Total	185,000	46.3%	15.4%	16.1%	23.4%	14.2%
Men	89,000	56.0%	16.9%	16.2%	14.5%	13.3%
Women	96,000	37.4%	13.9%	16.0%	31.6%	15.1%

Source: U. S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1986.

WORKING MOTHERS

The labor force participation rates among married women with children, particularly young children, have been steadily increasing since 1970. As Table 7 shows, labor force participation rates of all wives by age of youngest child increased between 1970 and 1986 whatever the child's age, though to differing degrees. Overall, labor force participation rates of married mothers grew faster during 1975 to 1980 than in either the 1970-75 or 1980-85 periods.

The most rapid participation rate increase from 1970 to 1987 was among mothers of very young children. Participation rates of mothers of children under 3 years of age more than doubled. In contrast, the already high participation rates of mothers of older children grew less rapidly. For instance, the rates for mothers of 6- to 13-year-old children rose by 50 percent. Mothers of 14- to 17-year-olds showed the least gain in participation rates, 29 percent.

The decline in fertility rates as well as decline in family size, increasing childlessness, and delayed childbearing have freed many women to pursue employment opportunities outside the home. Family size decreased in the United States from 2.4 children in 1970 to 1.7 in 1984 among whites, and from 3.1 to 2.2 children among blacks.

TABLE 17
U. S. LABOR FORCE PARTICIPATION RATES OF WIVES, HUSBAND PRESENT, BY AGE OF OWN YOUNGEST CHILD: 1970 to 1987

(As of March, for civilian noninstitutional population, 16 years old and over. Based on Current Population Survey.)

Presence and Age of Child	1970	1975	1980	1985	1986	1987
Wives, total	40.8%	44.5%	50.2%	54.3%	54.6%	55.8%
No children under 18	42.2%	44.0%	46.0%	48.2%	48.2%	48.4%
With children under 18	39.8%	44.9%	54.3%	61.0%	61.4%	63.8%
Under 6, total	30.3%	36.8%	45.3%	53.7%	53.9%	56.8%
Under 3	25.8%	32.6%	41.5%	50.7%	51.0%	54.2%
1 year or under	24.0%	30.8%	39.0%	49.4%	49.8%	-
2 years	30.5%	37.1%	48.1%	54.0%	54.3%	-
3 to 5 years	36.9%	42.2%	51.7%	58.6%	58.5%	61.0%
3 years	34.5%	41.2%	51.5%	55.1%	55.6%	-
4 years	39.4%	41.2%	51.4%	59.7%	58.7%	-
5 years	36.9%	44.4%	52.4%	62.1%	64.4%	-
6 to 13 years	47.0%	51.8%	62.6%	68.1 %	68.0%	70.5%
14 to 17 years	54.8%	53.8%	60.5%	67.0 %	69.5%	70.7%

Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, February 1988 and News USDL 87-345.

The U. S. labor force participation rates of black married mothers were considerably higher than those of white married mothers, especially when the youngest child was a preschooler. At 66.8 percent, the participation rate for black mothers with infant children (one year or under) was more than 18 percentage points higher than the rate for white mothers in 1986. Even among mothers of older children, blacks maintained higher labor force participation rates.

TABLE 18
U.S. LABOR FORCE PARTICIPATION RATES OF WIVES, HUSBAND PRESENT, BY AGE OF YOUNGEST CHILD, AND RACE

March figures, 1975 to 1986
(based on Current Population Survey)

Presence and Age of Child	White				Black			
	1975	1980	1985	1986	1975	1980	1985	1986
Wives, total	43.7%	49.3%	53.4%	53.5%	54.3%	59.3%	64.2%	64.3%
No children under 18	43.5%	45.5%	47.5%	47.7%	57.7%	51.2%	56.1%	52.1%
With children under 18	43.9%	58.2%	60.0%	60.0%	58.8%	65.6%	71.5%	74.7%
Under 6, total	35.0%	43.5%	52.3%	52.3%	56.4%	63.4%	69.3%	70.8%
Under 3	30.9%	40.0%	49.8%	49.8%	52.2%	57.7%	65.7%	67.7%
1 year or under	29.2%	37.7%	48.6%	48.6%	50.0%	52.9%	63.7%	66.8%
2 years	35.1%	48.1%	52.7%	53.0%	56.4%	71.0%	69.9%	70.8%
3 to 5 years	40.3%	49.4%	56.6%	56.4%	61.7%	72.3%	73.8%	74.5%
3 years	39.0%	48.4%	52.7%	53.3%	62.7%	73.4%	72.3%	76.7%
4 years	38.7%	49.8%	58.4%	55.1%	64.9%	66.4%	70.6%	69.9%
5 years	43.8%	50.4%	59.9%	52.3%	56.3%	77.8%	79.1%	77.6%
6 to 13 years	50.8%	61.4%	67.7%	66.5%	64.9%	71.8%	73.5%	79.6%
14 to 17 years	53.6%	60.8%	66.3%	68.6%	51.0%	58.4%	74.1%	73.9%

Source: U. S. Department of Commerce, Bureau of the Census, Statistical Abstract of the United States, 1987.

The labor force participation rate of black married women in Tennessee for 1980 was 60.5 percent compared to 49.6 percent for white married women. At 69.3 percent, the participation rate for black married mothers with children under six years old was 23.2 percentage points higher than the rate for whites. Married women in Tennessee had higher labor force participation rates than the nation for 1980. The participation rate for black married mothers with children under six years old in Tennessee was almost six percentage points higher that the national rate of 63.4 percent.

Reasons underlying the higher participation rates of black mothers with very young children are both historical and economic. Black wives have a long history of participating in the labor market to a much greater extent than their white counterparts, impelled in part by the relatively greater labor force difficulties encountered by black husbands.

TABLE 19
TENNESSEE LABOR FORCE PARTICIPATION RATES OF MARRIED WOMEN, HUSBAND PRESENT, BY PRESENCE AND AGE OF OWN CHILDREN, 1980

	Number	Labor Force	Participation Rate
Total			
Married Women 16 Years and Over, Husband Present	1,044,565	528,558	50.6%
With Own Children Under 6 Years	233,685	113,651	48.6%
With Own Children 6-17 Years Only	290,675	175,540	60.3%
White			
Married Women 16 Years and Over, Husband Present	941,682	467,301	49.6%
With Own Children Under 6 Years	205,483	94,786	46.1%
With Own Children 6-17 Years Only	261,515	155,210	59.4%
Black			
Married Women 16 Years and Over, Husband Present	95,944	58,006	60.5%
With Own Children Under 6 Years	25,747	17,845	69.3%
With Own Children 6-17 Years Only	27,185	19,328	71.1%

Source: U. S. Department of Commerce, Bureau of the Census, 1980 Census Population, General Social and Economic Characteristics, Tables 67 and 77.

WORKING SINGLE-PARENT MOTHERS

A record 21.4 million mothers or 65 percent of the women with children under 18 years old were in the U. S. labor force in March of 1987.

The majority of women in the United States work because of economic need. Nearly two-thirds of all women in the labor force as of March 1987 were either single (25 percent), divorced (11 percent), widowed (4 percent), separated (4 percent), or had husbands whose 1984 earnings were less than $15,000 (17 percent).

Single-parent mothers are often the sole support of themselves and their children and are more likely to be in the labor force than married mothers. The participation rate of divorced mothers was 80 percent, compared with 64 percent of married mothers and 54 percent of never married mothers in March 1987. Part of this large difference is explained by the fact that divorced mothers tend to be older; 94 percent are 25 years old and over, compared with 56 percent of never married mothers. Little difference occurs between the participation rates of married mothers at 54 percent and divorced mothers at 58 percent with children under 3 years of age.

TABLE 20
LABOR FORCE AND MARITAL STATUS OF WOMEN IN THE U. S. BY PRESENCE AND AGE OF OWN CHILDREN UNDER 18 YEARS OLD, MARCH 1987

(Numbers in thousands)

Labor Force and Marital Status	Total	With no own children under 18 years old	With own children under 18 years old						
			Total	6 to 17 years, none younger			Under 6 years old		
				Total	14 to 17 years, none younger	6 to 13 years	Total	3 to 5 years, none younger	Under 3 years old
Total	95,568	62,449	33,119	17,267	5,722	11,545	15,852	6,281	9,571
In labor force	52,980	31,538	21,422	12,438	4,172	8,266	8,983	3,919	5,064
Labor force participation rate	55.4%	50.5%	64.7%	72.0%	72.9%	71.6%	56.7%	62.4%	52.9%
Married, spouse present	52,282	27,278	25,004	12,759	4,282	8,477	12,245	4,630	7,615
In labor force	29,159	13,201	15,958	9,007	3,027	5,980	8,952	2,826	4,126
Labor force participation rate	55.8%	48.4%	63.8%	70.6%	70.7%	70.5%	56.8%	61.0%	54.2%
Divorced	8,047	4,738	3,308	2,343	804	1,539	965	599	366
In labor force	6,087	3,407	2,681	1,980	697	1,283	680	468	212
Labor force participation rate	75.4%	71.9%	80.4%	84.5%	86.6%	83.4%	70.5%	78.2%	57.9%
Separated	3,459	1,725	1,735	963	306	656	772	371	400
In labor force	2,123	999	1,124	699	229	470	425	231	195
Labor force participation rate	61.4%	57.9%	64.8%	72.6%	74.8%	71.6%	55.1%	62.1%	48.6%
Widowed	11,123	10,612	511	448	208	238	65	41	24
In labor force	2,157	1,864	293	268	139	129	25	16	9
Labor force participation rate	19.4%	17.6%	57.4%	60.1%	66.9%	54.2%	(1)	(1)	(1)
Never married	20,658	18,096	2,561	756	120	636	1,805	640	1,116
In labor force	13,454	12,068	1,386	485	80	405	901	378	523
Labor force participation rate	65.1%	66.7%	54.1%	64.1%	66.4%	63.7%	49.9%	59.2%	44.8%

1/ Data not shown where base is less than 75,000.

Source: U.S. Department of Labor, Bureau of Labor Statistics, News, USDL 87-345.

HOUSEHOLDS MAINTAINED BY WOMEN

Tennessee females maintaining a household with no husband present had a labor force participation rate of 59 percent in 1980. This increased to 66 percent for female householders with children under six years old and 76 percent for those with children between six and 17 years old. At 72 percent, the participation rate for white female householders with children under six years old was 12 percentage points higher than the rate for blacks.

TABLE 21
LABOR FORCE PARTICIPATION RATE OF TENNESSEE FEMALES MAINTAINING A HOUSEHOLD, NO HUSBAND PRESENT, BY RACE: 1980

	Number	Labor Force	Participation Rate
Total			
Female Householders, No Husband Present	178,444	105,959	59.4%
With Own Children Under 6 Years	31,830	21,070	66.2%
With Own Children 6-17 Years Only	68,292	51,565	75.5%
White			
Female Householders, No Husband Present	115,178	68,380	59.4%
With Own Children Under 6 Years	15,558	11,260	72.4%
With Own Children 6-17 Years Only	42,857	33,731	78.7%
Black			
Female Householders, No Husband Present	62,553	37,146	59.4%
With Own Children Under 6 Years	16,117	9,684	60.1%
With Own Children 6-17 Years Only	25,106	17,585	70.0%

Source: U. S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Detailed Population Characteristics, Table 215.

FAMILIES MAINTAINED BY WOMEN

Women are maintaining an increasing proportion of all families. Nearly half (45 percent) of the 3.2 million increase in family households between 1980 and 1985 was attributable to families maintained by women. In contrast, between 1940 and 1960 families maintained by women accounted for only 8 percent of the increase in the number of families. Among all families, about 1 out of 6 (16.6 percent) was maintained by a women in 1985. More than three-fifths of these women were in the labor force. As of 1985, 69.0 percent of women maintaining families were white, 28.8 percent were black, and 8.9 percent were of Hispanic origin.

TABLE 22
FAMILIES MAINTAINED BY WOMEN, MARCH 1985

	Number of families maintained by women	Percent distribution	Labor force participation rate of family head
Total*	10,524,000	100.0%	61.0%
White	7,257,000	69.0%	63.0%
Black	3,029,000	28.8%	56.3%
Hispanic	935,000	8.9	48.8%

*Components will not add up to the total because Hispanics are included in both the white and black population groups.
Source: U.S. Department of Labor, Women's Bureau, 20 Facts on Women Workers, Fact Sheet No. 86-1,1986.

The growth of black female-headed families has been especially dramatic. The number of such families more than doubled between 1970 and 1985. In 1985, 44 percent of all black families were headed by women, compared with 23 percent of Hispanic origin families and 13 percent of white families.

TABLE 23
GROWTH IN FAMILIES MAINTAINED BY WOMEN, 1970, 1980, and 1985
(Numbers in thousands)

	White		Black		Hispanic*	
Year	Number of families maintained by women	Percent of all families	Number of families maintained by women	Percent of all families	Number of families maintained by women	Percent of all families
1970	4,185	9.1%	1,349	28.3%	**	**
1980	6,302	11.6%	2,495	40.3%	637	21.8%
1985	7,257	13.2%	3,029	44.1%	935	23.4%

* Persons of Hispanic origin may be of any race.
** No data available.
Source: U.S. Department of Labor, Women's Bureau, Facts on U.S. Working Women, Fact Sheet No. 86-2, 1986.

Characteristics of women who head families include higher unemployment, lower educational attainment, more dependent children, and lower earnings when compared with other labor force groups. This partially explains the high incidence of poverty in families maintained by women.

Families maintained by women have a poverty rate which is three times that of all families and five times the rate for married-couple families. Moreover, almost 55 percent of related children under 18 years old in families with a female householder in 1984 lived below the poverty level. Of related children under 18 in these families, two-thirds of the black children and seven-tenths of the Hispanic children lived in poverty. More than half of the black families and the Hispanic families maintained by women had incomes below the poverty level.

Because average income among families maintained by women is low, proportionately more live below the poverty level than other families. From 1980 to 1984, the number of persons in poverty in families maintained by women increased 17 percent. In 1984, more than 1 of 3 families maintained by a woman was poor, compared with 1 of 14 other families.

TABLE 24
MEDIAN WEEKLY EARNINGS OF FAMILIES, BY TYPE
(Annual Averages)

Type of Family	1985	1980
Total Families with earners	$522	$407
Married-couple families	582	445
Families maintained by women	297	225
Families Maintained by men	450	380

Source: U.S. Department of Labor, Women's Bureau, Facts on U.S. Working Women, Fact Sheet No. 86-2, 1986.

The educational attainment for women maintaining families is below that for all family types. They are less likely to have completed high school or attended or completed college than the householder in other family groups.

TABLE 25
EDUCATIONAL ATTAINMENT OF HOUSEHOLDERS IN FAMILIES
MARCH 1985
(Percentage distribution)

Type of Family	Less than High School	High School Graduate	Attended College
All families	28.3	36.3	37.4
Married couple and other	24.7	35.8	39.5
Female-headed	34.8	39.1	26.0

Source: U.S. Department of Labor, Women's Bureau, Facts on U.S. Working Women, Fact Sheet No. 86-2, 1986.

WOMEN IN THE MILITARY

Women began active participation in the military during the early part of this century with the establishment of the Army Nurse Corps in 1901 and the Navy Nurse Corps seven years later. But, it was not until the second half of the century that they began to be recruited in large numbers for a wider range of jobs providing equal pay and and full veterans' benefits.

Women in the military today find a broad range of job opportunities available to them. Though many continue to serve in such traditional specialties as health and administration, others work in such diverse fields as sonar and aircraft equipment repair, radio and air traffic control, law enforcement, and meteorology. While each service has its own regulations, the only occupational restrictions women generally encounter in the military are those associated with direct combat.

In March 1986, the Department of Defense reported that there were 215,000 women in the military, comprising approximately 10 percent of the total Armed Forces. In the post-Vietnam era (since 1975), the number of enlisted women has increased by 100,150 and the number of female officers by 17,200--or by 120 and 126 percent, respectively. Over this same period, the size of the total Armed Forces has changed little.

During the first half of 1986, the female veteran population averaged 1,027,000 (See Table 26). About 55 percent of these women participated in the labor force, the same proportion as for female nonveterans. The majority of female veterans served during wartime periods: almost 250,000 were Vietnam-era veterans, 70 percent of whom were between the ages of 30 and 39 (See Table 27). The labor force participation rate for these veterans, almost 80 percent, was higher than that of any age group of female nonveterans.

TABLE 28
LABOR FORCE STATUS OF U. S. WOMEN 18 YEARS AND OVER
BY VETERAN STATUS, January-June 1986 averages

(Numbers in thousands)

Veteran Status	Civilian noninstitutional population	Civilian labor force	Labor force participation rate
Total veterans	1,027	562	54.7%
Vietnam-era veterans	245	193	78.8%
Other war veterans	452	135	29.9%
Peacetime veterans	330	234	71.0%
Nonveterans	93,504	51,244	54.8%

Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, December 1986, pp. 30-31.

TABLE 27
AGE DISTRIBUTION OF THE U. S. FEMALE POPULATION 18 YEARS AND OVER
BY VETERAN STATUS, January-June 1986 averages

Age	Veterans			
	Vietnam-era veterans	Other war veterans	Peacetime veterans	Non-veterans
Total (in thousands)	245	452	330	93,504
Total (in percent)	100.0	100.0	100.0	100.0
18 to 29 years	4.5	-	52.7	26.2
30 to 39 years	69.7	-	22.1	20.7
40 to 49 years	20.0	0.9	16.4	14.1
50 to 59 years	3.3	20.4	5.2	12.2
60 to 69 years	1.2	63.1	1.2	11.5
70 years and over	1.2	15.9	2.4	11.5

Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, December 1986, pp. 30-31.

TABLE 28
TENNESSEE'S FEMALE VETERANS BY PERIOD OF SERVICE
1980 and March 1987

	1980		1987	
	Number	Percent	Number	Percent
Total Female Veterans	18,392	100.0	19,900	100.0
Post-Vietnam Era Only	2,377	12.9	5,200	26.1
Vietnam Era	4,215	22.9	4,500	22.6
Between Korean Conflict and Vietnam Only	1,441	7.8	1,500	7.5
Vietnam and Korean Conflict	103	0.6	100	0.5
Korean Conflict	1,351	7.3	1,600	8.0
Korean Conflict and World War II	256	1.4	300	1.5
World War II	4,954	26.9	4,500	22.6
World War I	144	0.8	100	0.5
Other	3,551	19.3	2,100	10.7

Figures may not add to totals because of rounding.

Sources: U. S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Detailed Population Characteristics, Table 204 and the Veterans Administration.

According to the 1980 Census, Tennessee's female veterans numbered 18,392, or 3.4 percent of the total veteran population of the state. In March 1987, female veterans numbered 19,900, or 3.8 percent of the total veteran population in Tennessee.

WOMEN WORKING AT MORE THAN ONE JOB

According to a survey conducted by the Bureau of Labor Statistics in May 1985, multiple jobholders totaled 5.7 million, 5.4 percent of all workers. This was up from 4.9 percent in 1980 and was the highest level in 20 years.

The survey revealed that between 1980 and 1985, the number of women with two jobs or more rose by almost 40 percent to 2.2 million. Over the same period, the multiple jobholding or "moonlighting" rate for women (percent of employed with more than one job) jumped from 3.8 to 4.7 percent. In 1985, women made up nearly two-fifths of all moonlighters.

Moonlighting among women has actually been rising steadily since 1970, paralleling their continued increase in overall labor force participation. Over the decade and a half, the number of women holding at least two jobs has more than tripled and their moonlighting rate has risen from 2.2 to 4.7 percent. (See table 24.)

While men are still more likely than women to be working at two jobs or more, the gender difference in the incidence of multiple jobholding has been sharply reduced over time. As recently as 1970, the moonlighting rate for men exceeded that for women by 5 percentage points; by 1975, the gap had shrunk to 3 percentage points; by 1980, it had declined to 2 points; and by 1985, it barely exceeded 1 point.

Among men, the proportion holding more than one job increases progressively in each age group, reaching a peak of 7.1 percent in the 35 to 44 years interval and declining steadily thereafter. Among women the pattern was much different. The proportion holding multiple jobs was 5 percent in all age groups below 45 years and then dropped off progressively. (See table 25.)

While married men were more apt to moonlight than either single men or those who were widowed, divorced, or separated, married women were somewhat less likely to work at more than one job than were those without a spouse.

Whites continued to be much more likely than blacks to work at two jobs or more. In fact, the moonlighting rate for whites increased form 5.1 to 5.7 percent between 1980 and 1985, while the black rate was unchanged at 3.2 percent. The increase for whites was principally among women, whose moonlighting rate rose a full percentage point to 4.9 percent; the rate for white men edged up slightly to 6.2 percent.

TABLE 29
EMPLOYED PERSONS 16 YEARS AND OVER HOLDING TWO JOBS OR MORE AND
MULTIPLE JOBHOLDING RATES BY SELECTED CHARACTERISTICS
MAY 1970 TO MAY 1985

(Numbers in thousands)

Year	Total employed	Multiple jobholders				Multiple jobholding rate[1]				
		Total	Men	Women		Total	Men	Women	White	Black[2]
				Number	Percent of multiple jobholders					
1970	78,358	4,048	3,412	636	15.7%	5.2%	7.0%	2.2%	5.3%	4.4%
1971	78,708	4,035	3,270	765	19.0%	5.1%	6.7%	2.6%	5.3%	3.8%
1972	81,224	3,770	3,035	735	19.5%	4.6%	6.0%	2.4%	4.8%	3.7%
1973	83,758	4,262	3,393	869	20.3%	5.1%	6.6%	2.7%	5.1%	4.7%
1974	85,786	3,889	3,022	867	22.3%	4.5%	5.8%	2.6%	4.6%	3.8%
1975	84,148	3,918	2,962	856	24.4%	4.7%	5.8%	2.9%	4.8%	3.7%
1976	87,278	3,948	3,037	911	23.1%	4.5%	5.8%	2.6%	4.7%	2.8%
1977	80,482	4,558	3,317	1,241	27.2%	5.0%	6.2%	3.4%	5.3%	2.6%
1978	93,904	4,493	3,212	1,281	28.5%	4.8%	5.8%	3.3%	5.0%	3.1%
1979	96,327	4,724	3,317	1,407	29.8%	4.9%	5.9%	3.5%	5.1%	3.0%
1980	98,809	4,759	3,210	1,549	32.5%	4.9%	5.8%	3.8%	5.1%	3.2%
1985	106,878	5,730	3,537	2,192	38.3%	5.4%	5.9%	4.7%	5.7%	3.2%

[1] Multiple jobholders as a percent of all employed persons.

[2] Beginning in 1977, data refer to black workers only; data for prior years refer to the black-and-other-population group.

NOTE: Data for 1970-1980 have not been adjusted to reflect 1980 census population controls.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, November, 1986, pp. 21-25.

TABLE 30
EMPLOYED PERSONS WITH TWO JOBS OR MORE BY AGE,
MARITAL STATUS, RACE, AND HISPANIC ORIGIN
MAY 1985

(Numbers in thousands)

Characteristics	Total			Men			Women		
	Total employed	Multiple jobholders		Total employed	Multiple jobholders		Total employed	Multiple jobholders	
		Number	Percent		Number	Percent		Number	Percent
Age									
Total, 16 years and over	106,878	5,730	5.4	60,015	3,537	5.9	46,864	2,192	4.7
16 to 19	6,269	289	4.6	3,370	134	4.0	2,919	156	5.3
20 to 24	13,857	777	5.6	7,345	436	5.9	6,512	340	5.2
25 to 34	31,246	1,771	5.7	17,641	1,090	6.2	13,605	682	5.0
35 to 44	24,446	1,522	6.2	13,698	967	7.1	10,478	556	5.2
45 to 54	16,882	847	5.1	9,526	558	5.9	7,156	290	4.1
55 to 64	11,545	433	3.8	6,739	294	4.4	4,806	139	2.9
65 and over	2,813	90	3.2	1,696	59	3.5	1,117	31	2.7
Martial status									
Single	26,167	1,448	5.5	14,768	767	5.2	11,399	681	6.0
Married, spouse present	65,443	3,448	5.3	39,444	2,447	6.2	25,999	1,001	3.8
Widowed, divorced, or separated	15,268	834	5.5	5,803	323	5.6	9,465	510	5.4
Race and Hispanic origin									
White	93,555	5,286	5.7	53,222	3,291	6.2	40,333	1,995	4.9
Black	10,416	338	3.2	5,240	187	3.6	5,176	151	2.9
Hispanic origin	6,469	194	3.0	3,984	125	3.1	2,505	69	2.8

NOTE: Detail for race and Hispanic origin groups will not add to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, November, 1986, pp. 21-25.

REASONS FOR WORKING MORE THAN ONE JOB

Marital status had a clear effect on the reasons reported for moonlighting. Single men and women were more likely than other groups to moonlight in order to accumulate savings for the future. Current financial considerations played a much more important role in the decision to moonlight for widowed, divorced, and separated workers. More than two-thirds of the women and almost half of the men in that category cited either the need to meet regular expenses or to pay off debts as their reason for working more than one job.

TABLE 31
U.S. MULTIPLE JOBHOLDERS BY SEX, MARITAL STATUS, RACE, AND THE REASON FOR WORKING AT MORE THAN ONE JOB
MAY 1985

Characteristic	Total (thousands)	Percent distribution by reason					
		Total	To meet regular household expenses	To pay off debts	To save for the future	To get experience or build up a business	Other Reason
Total, 16 years and over	5,730	100.0	31.6	9.3	13.0	17.0	29.2
Men, 16 years and over	3,537	100.0	30.3	9.0	12.9	18.1	29.7
Single	767	100.0	20.7	10.4	21.5	19.5	27.9
Married, spouse present	2,447	100.0	33.4	7.6	11.0	18.0	30.1
Widowed, divorced, or separated	323	100.0	29.2	17.0	7.2	15.4	31.1
White	3,291	100.0	29.4	9.1	12.8	18.4	30.3
Black	187	100.0	45.6	10.6	12.8	11.1	20.0
Women, 16 years and over	2,192	100.0	33.7	9.7	13.1	15.3	28.2
Single	681	100.0	28.5	8.7	22.1	14.1	26.6
Married, spouse present	1,001	100.0	27.2	7.8	10.6	20.1	34.2
Widowed, divorced, or separated	510	100.0	53.5	14.8	6.0	7.0	18.8
White	1,995	100.0	33.3	8.9	12.9	15.7	29.2
Black	151	100.0	40.1	19.7	16.3	5.4	18.4

Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, November 1986, pp. 21-25.

HOURS OF WORK AND EARNINGS

Multiple jobholders usually worked an average of about 14 hours per week on their secondary jobs. Combining all jobs, moonlighters worked an average of 51 hours per week in May 1985. The average for men, at 55 hours per week, exceeded by 10 hours that usually worked by women with two jobs or more.

The median usual weekly earnings from all jobs of multiple jobholders (who were wage and salary workers on their primary job) was $343 in May 1985. For women who moonlighted, total weekly earnings from all jobs ($241) were equal to little more than half of the earnings of multiple-jobholding men ($450).

Men earned considerably more on the second job ($85 per week) than did women ($57 per week). Three quarters of the women reported weekly earnings of less than $100 on their second job, compared with a little more than half the men.

Source: Monthly Labor Review, November 1986, pp. 21-25

WOMEN BUSINESS OWNERS

A significant social and economic change beginning in the 1970's and continuing into the 1980's has been the sharp increase in the number of women who own their own businesses. From 1977 to 1983, the most recent period for which data are available, the number of nonfarm sole proprietorships operated by women increased from 1.9 million to 3.3 million, an annual rate of 9.4 percent. Women's share of all nonfarm sole proprietorships rose from nearly 23 to 28 percent.

The number of self-employed women, the majority of whom are sole proprietors, continues to grow. From 1980 to 1986, the number of self-employed women in nonagricultural industries increased form 2.1 million to 2.6 million. However, self-employed persons (both in nonagricultural and in agricultural industries) constituted only 5.8 percent of all employed women in 1986, compared with 10.7 percent of employed men. Women are particularly under-represented among the incorporated self-employed; two-thirds are unincorporated self-employed.

Three factors have been particularly significant in the rapid rise in the number of women-owned businesses:

1. increasing numbers of women have acquired skills and experience as wage and salary workers that can be translated into entrepreneurship;

2. More women are preparing themselves through education and training for business opportunities in expanding fields such as aerospace, telecommunications, electronics, biomedical engineering, and skilled crafts;

3. The expanding role of small business in the economic growth of the United States, particularly in the service sector, has provided many entrepreneurial opportunities.

According to the most recent data from the Bureau of the Census, women owned 2.9 million, or 24 percent, of all individual proprietorships. partnerships, and small business corporations in 1982. Women-owned firms had receipts of $98.3 billion, representing 10 percent of the total. Those firms with paid employees accounted for 10.8 percent of the total firms and 66.5 percent of gross receipts. They employed on the average just over four employees each.

In 1982, the median earnings of self-employed women ($6,640) were substantially lower than those of wage and salaried women workers ($13,350) and self-employed men ($14,360). One contributing factor may be that a greater proportion of women business owners than of wage and salaried employees work part-time, 47.8 percent and 34.1 percent, respectively. Also, more than half of the women who work for themselves are in relatively low paying sales and service occupations.

A census survey of women-owned businesses revealed that in 1977, 94 percent were owned by white women, almost 4 percent by black women, and nearly 3 percent by women of Hispanic origin.

Most women business owners are married with husband present. A higher proportion of self-employed women (68.5 percent) than women who are wage and salaried workers only (53.4 percent) are married.

Women increased their share of business ownership in each major industry division between 1977 and 1983, according to the Small Business Administration. They continued to register strong growth in industries in traditional areas, increasing by 6.6 percent a year in retail trade and 9.5 percent a year in services. The highest rate of growth occurred where women business owners were relative newcomers: construction (36.9 percent), manufacturing (31.0 percent), and agricultural services (27.0 percent).

The ten specific industry groups accounting for the largest dollar volume of receipts for women-owned firms in 1982 were as follows:

TABLE 32

Industry group	Number of firms	Receipts (in millions)
Eating and drinking places	66,811	$8,684
Food stores	37,635	8,684
Personal services	419,113	5,500
Wholesale trade-nondurable goods	22,231	5,297
Automotive dealers and service stations	14,353	4,754
Real estate	225,551	4,754
Health services	128,389	3,989
Wholesale trade-durable goods	12,021	3,893
Special trade contractors	47,219	2,497
Apparel and accessory stores	29,130	2,446

A recent report from the Bureau of Labor Statistics, U. S. Department of Labor, indicates that women represented 45 percent of the 17.3 million persons in nonfarm occupations who performed job-related work at home in May 1985. Such home-based work often provides the opportunity for women to combine more effectively the dual responsibilities of work in the paid labor force with family and child care. About 600,000 married mothers of children under 6 years of age reported some job-related home-based work. Some home-based workers are employed by firms; others are independent contractors.

The Office of Women's Business Ownership in the U. S. Small Business Administration (SBA) conducts a national program in support of women entrepreneurs. The program is carried out through nearly 100 Business Coordinators and Representatives locate in SBA regional and district offices across the country. The office operates Business Development Centers, mainly associated with colleges and universities, located around the country for training and advising potential and actual entrepreneurs. Further information about Small Business Administration programs for women business owners may be obtained from the Office of Women's Business Ownership, Small business Administration, Washington, D.C. or from regional or district SBA offices.

Source: U. S. Department of Labor, Women's Bureau, Facts on U. S. Working Women, Fact Sheet No. 87-02, 1987

EDUCATION AND INCOME

Increased educational attainment does not eliminate the pay gap between sexes. In Tennessee, the median income for women with a college degree was 53 percent of the median income for men with a college degree. In fact, the average male with a high school education earned more than the average female college graduate (See Table 33). Only 18.2 percent of the female college graduates earned $15,000 or more in 1979 compared to 63 percent of the male college graduates (See Table 34).

TABLE 33
MEDIAN INCOME IN TENNESSEE BY YEARS OF SCHOOL COMPLETED
(Population-18 years and over)

	Male	Female
Total	$10,505	$4,955
Elementary		
0 to 7 years	$5,264	$2,672
8 years	7,764	3,251
High School		
1 to 3 years	$8,467	$4,004
4 years	11,857	6,084
College		
1 to 3 years	$12,246	$6,162
4 years	17,950	9,592
5 to 6 years	18,754	11,802
7 or more years	23,195	12,389

Source: U. S. Department of Commerce, Bureau of the Census, 1980 Detailed Population Characteristics, Table 237.

TABLE 34
INCOME IN 1979 OF PERSONS 18 YEARS OLD OR OVER BY YEARS OF SCHOOL COMPLETED
TENNESSEE
Percent Distribution

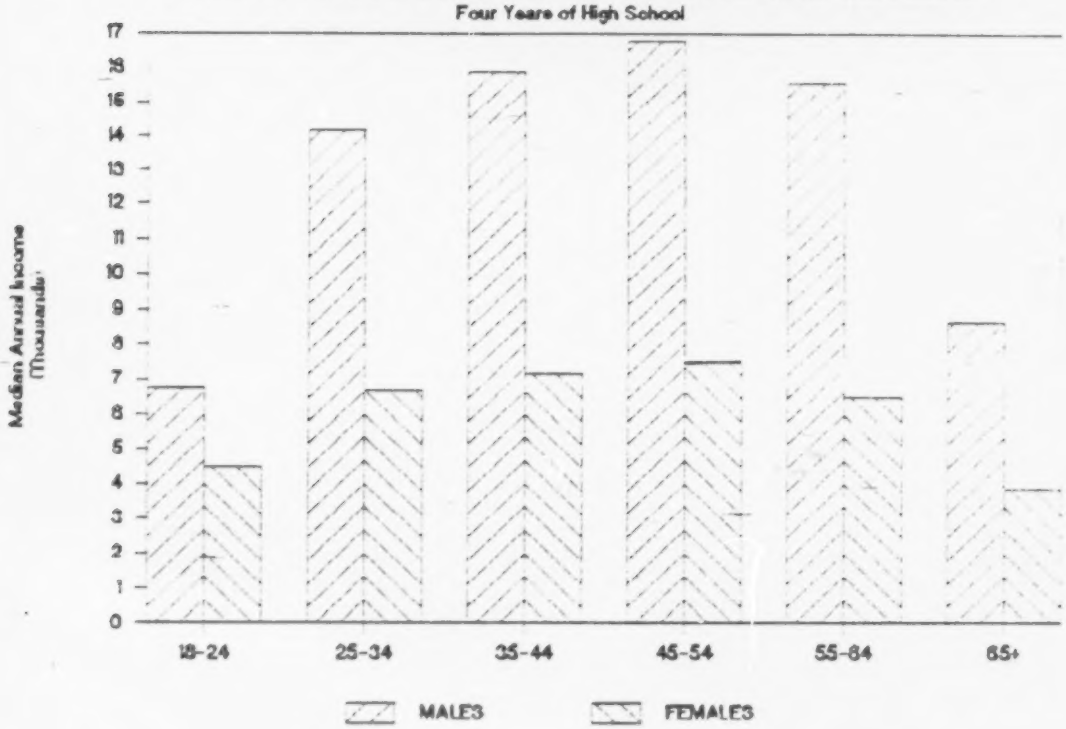
	Total	Elementary	High School		College	
		0 to 8 years	1 to 3 years	4 years	1 to 3 years	4 or more years
Females 18 years old and over	1,740,725	399,728	313,510	624,810	238,474	164,205
Without income	21.3%	21.8%	26.3%	22.2%	17.5%	12.8%
With income	78.7%	78.2%	73.7%	77.8%	82.5%	87.2%
$1 to $5,999	45.1%	63.5%	49.1%	38.4%	40.3%	25.1%
$6,000 to $9,999	18.7%	11.1%	17.3%	24.1%	21.0%	16.2%
$10,000 to $14,999	10.1%	2.6%	5.4%	11.1%	13.9%	27.6%
$15,000 or more	4.8%	1.0%	1.9%	4.2%	7.2%	18.2%

	Total	Elementary	High School		College	
		0 to 8 years	1 to 3 years	4 years	1 to 3 years	4 or more years
Males 18 years old and over	1,550,247	381,701	254,143	490,458	214,978	208,967
Without income	4.3%	4.7%	8.0%	3.5%	3.7%	1.5%
With income	95.7%	95.2%	92.0%	96.5%	96.3%	98.5%
$1 to $5,999	27.9%	48.2%	32.6%	20.1%	24.4%	10.2%
$6,000 to $9,999	17.9%	21.5%	20.9%	18.8%	14.8%	8.3%
$10,000 to $14,999	18.9%	15.1%	19.0%	22.5%	18.9%	16.9%
$15,000 or more	31.1%	12.4%	19.5%	35.0%	38.2%	63.0%

Source: U. S. Department of Commerce, Bureau of the Census, 1980 Detailed Population Characteristics, Table 237.

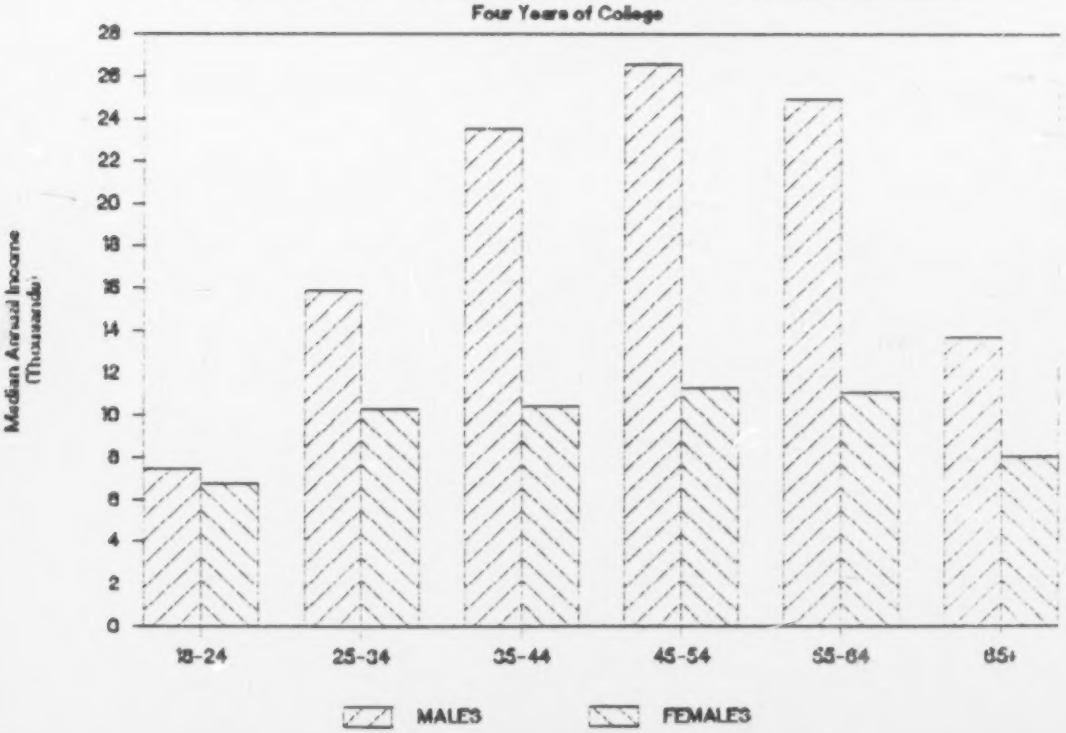
AGE AND INCOME BY EDUCATIONAL LEVELS

Four Years of High School



AGE AND INCOME BY EDUCATIONAL LEVELS

Four Years of College



FAMILY INCOME

Wives in the labor force contribute substantially to family income. According to the 1980 census, the median income of married-couple families with the wife in the paid labor force was $21,164 compared with $14,620 for married-couple families without the wife in the paid labor force. Table 35 compares the median income of those families in Tennessee with female participation in the labor force, by age of householder and presence and age of own children.

TABLE 35
MEDIAN FAMILY INCOME IN TENNESSEE BY LABOR FORCE PARTICIPATION, AGE OF HOUSEHOLDER, AND PRESENCE AND AGE OF OWN CHILDREN, 1980

	All Families	Married-Couple Families		Female Householder in the labor force No Husband Present
		Wife not in the Labor Force	Wife in the Labor Force	
All Families	$16,564	$14,620	$21,164	$10,056
With Own Children Under 18	X	X	21,316	8,808
With Own Children Under 6	X	X	19,004	6,769
Householder 15 to 24	$11,587	$10,204	$14,672	$5,820
With Own Children Under 18	X	X	13,633	5,321
With Own Children Under 6	X	X	13,477	5,006
Householder 25 to 34	$16,893	$15,904	$20,173	$8,366
With Own Children Under 18	X	X	19,713	8,098
With Own Children Under 6	X	X	19,458	7,372
Householder 35 to 44	$20,134	$19,363	$23,640	$10,687
With Own Children Under 18	X	X	23,585	10,303
With Own Children Under 6	X	X	22,724	8,558
Householder 45 to 54	$21,189	$20,102	$25,350	$13,156
With Own Children Under 18	X	X	24,910	11,372
With Own Children Under 6	X	X	19,629	9,833
Householder 55 to 64	$17,202	$15,960	$21,689	$13,945
With Own Children Under 18	X	X	21,277	10,145
With Own Children Under 6	X	X	19,358	7,417
Householder 65 and Over	$ 9,725	$ 8,938	$15,277	$13,605
With Own Children Under 18	X	X	15,723	11,607
With Own Children Under 6	X	X	16,316	11,071

Source: U. S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Detailed Population Characteristics, Table 238.

X-Data not given.

Table 36 compares 1979 median income of all families and female householder families by race. The median income of female householders was $8,620, only half of that for all families. Black female householders had the lowest median income at $6,489, which was only 66 percent of that for white female householders.

TABLE 36
MEDIAN INCOME IN TENNESSEE OF ALL FAMILIES AND FEMALE HOUSEHOLDER FAMILIES WITH NO HUSBAND PRESENT, BY RACE, 1980

	Median Income	Percent
Total		
All Families	$16,564	100.0
Female Householder, No Husband Present	$ 8,620	52.0
White		
All Families	$17,353	100.0
Female Householder, No Husband Present	$ 9,764	56.3
Black		
All Families	$11,100	100.0
Female Householder, No Husband Present	$ 6,489	58.5

Source: U. S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Detailed Population Characteristics, Table 238.

CHARACTERISTICS OF MINIMUM WAGE EARNERS

About 12 percent of U. S. women earned hourly wages at or below $3.35, double the proportion among men. Only among part-time workers (those who usually work less than 35 hours per week) were men slightly more likely than women to be paid at or below the minimum wage; this is because men who are working part-time tend to be young, while women are spread more evenly throughout the age range.

Just under 2 percent of husbands, but 7 percent of wives, earned the prevailing minimum wage or less. Among women maintaining families (without a husband present),the proportion earning the minimum wage or less was about 10 percent.

Unlike white and Hispanic women, who were about twice as likely as men to be paid at or below the minimum wage, black women were only half again as likely as black men to receive this amount.

In summary, the 5.1 million workers with earnings at the minimum wage or below consisted largely of young persons and women.

About 9.6 million workers paid at hourly rates were reported as earning between $3.36 and $4.35 per hour (that is, up to $1 above the current minimum wage). Of the 9.6 million workers, women age 25 years and over accounted for 35 percent. Women were nearly twice as likely as men (21 versus 12 percent) to earn in the $3.36–$4.35 range.

Source: U. S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, July 1987, pp. 34–38.

TABLE 37
EMPLOYED WAGE AND SALARY WORKERS PAID HOURLY RATES WITH EARNINGS AT OR BELOW THE PREVAILING MINIMUM WAGE, BY SELECTED CHARACTERISTICS
1985 ANNUAL AVERAGES

Characteristics	Number of workers * (in thousands)				Percent distribution				Percent of all workers paid hourly rates		
	Total paid hourly rates	At or below $3.35			Total paid hourly rates	At or below $3.35			At or below $3.35		
		Total	At $3.35	Below $3.35		Total	At $3.35	Below $3.35	Total	At $3.35	Below $3.35
Sex and age											
Total, 16 years and over	57,529	5,060	3,461	1,599	100.0%	100.0%	100.0%	100.0%	8.8%	6.0%	2.8%
16 to 24 years	15,649	3,005	2,146	859	27.2%	59.4%	62.0%	53.7%	19.2%	13.7%	5.5%
16 to 19 years	5,727	1,848	1,361	487	10.0%	36.5%	39.3%	30.5%	32.3%	23.8%	8.5%
25 years and older	41,880	2,054	1,314	740	72.8%	40.6%	38.0%	46.3%	4.9%	3.1%	1.8%
Men, 16 years and over	29,666	1,744	1,336	408	51.6%	34.5%	38.6%	25.5%	5.9%	4.5%	1.4%
16 to 24 years	8,154	1,229	977	252	14.2%	24.3%	28.2%	15.8%	15.1%	12.0%	3.1%
16 to 19 years	2,881	792	637	155	5.0%	15.7%	184.0%	9.7%	27.5%	22.1%	5.4%
25 years and older	21,512	514	358	156	37.4%	10.2%	10.3%	9.8%	2.4%	1.7%	0.7%
Women, 16 years and over	27,863	3,317	2,125	1,192	48.4%	65.6%	31.4%	74.5%	11.9%	7.6%	4.3%
16 to 24 years	7,495	1,776	1,169	607	13.0%	35.1%	33.8%	38.0%	23.7%	15.6%	8.1%
16 to 19 years	2,846	1,056	724	332	4.8%	20.9%	20.9%	20.8%	37.1%	25.4%	11.7%
25 years and older	20,368	1,541	956	585	35.4%	30.5%	27.6%	36.6%	7.6%	4.7%	2.9%
Family relationship											
Husbands	16,110	283	205	78	28.0%	5.6%	5.9%	4.9%	1.8%	1.3%	0.5%
Wives	13,966	1,019	637	382	24.3%	20.1%	18.4%	23.9%	7.3%	4.6%	2.7%
Women who maintain families	3,457	337	213	124	6.0%	6.7%	6.2%	7.8%	9.7%	6.2%	3.6%
Men who maintain families	938	29	20	9	1.6%	0.6%	0.6%	0.6%	3.1%	2.1%	1.0%
Race, Hispanic origin, and sex											
White	48,713	4,198	2,755	1,433	84.7%	83.0%	79.9%	89.6%	8.6%	5.7%	2.9%
Men	25,186	1,394	1,044	350	43.8%	27.5%	30.2%	21.9%	5.5%	4.1%	1.4%
Women	23,527	2,805	1,722	1,083	40.9%	55.4%	49.8%	67.7%	11.9%	7.3%	4.6%
Black	7,216	741	612	129	12.5%	14.6%	17.7%	8.1%	10.3%	8.5%	1.8%
Men	3,666	302	254	48	6.4%	6.0%	7.3%	3.0%	8.2%	6.9%	1.3%
Women	3,550	439	358	81	6.2%	8.7%	10.3%	5.1%	12.4%	10.1%	2.3%
Hispanic	4,715	464	355	129	8.2%	9.2%	9.7%	8.1%	9.8%	7.1%	2.7%
Men	2,666	216	155	61	5.0%	4.3%	4.5%	3.8%	7.5%	5.4%	2.1%
Women	1,828	249	180	69	3.2%	4.9%	5.2%	4.3%	13.6%	9.8%	3.8%
Full- and part-time status and sex											
Full-time workers	42,808	1,737	1,174	563	74.4%	34.3%	33.9%	35.2%	4.1%	2.7%	1.3%
Men	25,099	668	496	172	43.6%	13.2%	14.3%	10.8%	2.7%	2.0%	0.7%
Women	17,709	1,070	678	392	30.8%	21.1%	19.6%	24.5%	6.0%	3.8%	2.2%
Part-time workers	14,721	3,323	2,287	1,036	25.6%	65.7%	66.1%	64.8%	22.6%	15.5%	7.0%
Men	4,567	1,075	839	236	7.9%	21.2%	24.2%	14.8%	23.5%	18.4%	5.2%
Women	10,153	2,247	1,447	800	17.6%	44.4%	41.8%	50.0%	22.1%	14.3%	7.9%

* Excludes the incorporated self-employed.

NOTE: Persons of Hispanic origin may be of any race; thus, they are included among the numbers for whites and blacks.

TABLE 38

U.S. EMPLOYED WAGE AND SALARY WORKERS PAID HOURLY RATES WITH EARNINGS BETWEEN $3.36 AND $4.35 PER HOUR, BY SELECTED CHARACTERISTICS, 1986 ANNUAL AVERAGES

Characteristics	Number of workers* (in thousands)	Percent distribution	Percent of all workers paid hourly rates
Sex and age			
Total, 16 years and over	9,601	100.0	16.7
16 to 24 years	4,799	50.0	30.7
16 to 19 years	2,398	25.0	41.9
25 years and over	4,803	50.0	11.5
Men, 16 years and over	3,668	38.2	12.4
16 to 24 years	2,275	23.7	27.9
16 to 19 years	1,182	12.3	41.0
25 years and over	1,392	14.5	6.5
Women, 16 years and over	5,934	61.8	21.3
16 to 24 years	2,524	26.3	33.7
16 to 19 years	1,215	12.7	42.7
25 years and over	3,410	35.5	16.7
Family relationship			
Husbands	864	9.0	5.4
Wives	2,405	25.0	17.2
Women who maintain families	662	6.9	19.1
Men who maintain families	100	1.0	10.7
Race, Hispanic origin, and sex			
White	7,938	82.7	16.3
Men	3,006	31.3	11.9
Women	4,931	51.4	21.0
Black	1,384	14.4	19.2
Men	546	5.7	14.9
Women	837	8.7	23.6
Hispanic	897	9.3	19.0
Men	450	4.7	15.6
Women	447	4.7	[illegible]

* Excludes the incorporated self-employed.

Note: Persons of Hispanic origin may be of any race; thus, they are included among the numbers for whites and blacks.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, July 1987, pp. 34-38.

MALE/FEMALE EARNINGS RATIO

Much of the research on male-female differences in earnings is based on the human capital theory that argues that wages are primarily determined by productivity-related characteristics such as formal education and general and specific work experience. This section of the report presents a description of the differences between male and female workers in the frequency of work interruptions, the duration of lifetime work experience, the amount of time spent on current jobs, and in occupational patterns.

The information presented in the following narrative and tables is derived from "Male-Female Differences in Work Experience, Occupation, and Earnings: 1984", Current Population Reports, Series P-70, No.10.

WORK INTERRUPTIONS AND LIFETIME WORK EXPERIENCE

Females were much more likely than males to have had times during their adult life when they did not work at a job or business. Among wage and salary workers 21 to 64 years of age, 47.0 percent of females and 13.2 percent of males had spent 6 months or longer without a job or business since their 21st birthday. (See table 39). The reasons reported for the work interruptions were an inability to find work, family reasons, illness or disability, or other reason. Time spent not working for the purpose of attending school, which is more likely to occur for younger persons, was excluded from these interruptions.

TABLE 39
PERCENT OF U.S. WORKERS WITH ONE OR MORE WORK INTERRUPTIONS, BY YEARS OF SCHOOL COMPLETED
1984
(Spent 6 months or longer without a job since age 21)

Age by years of school completed	All workers		Full-time workers	
	Male	Female	Male	Female
Workers 21 to 64 years old	13.2%	47.0%	12.1%	42.0%
21 to 29 years old	11.5%	19.9%	10.4%	16.5%
Education:				
Less than 12 years	22.3%	34.5%	19.9%	29.0%
12 to 15 years	11.0%	21.6%	9.7%	18.0%
16 years and over	5.0%	8.1%	5.0%	7.4%
30 to 34 years old	14.1%	53.1%	13.0%	46.5%
Education:				
Less than 12 years	20.8%	65.2%	18.1%	58.5%
12 to 15 years	14.8%	57.0%	13.7%	51.0%
16 years and over	9.7%	36.7%	9.4%	30.3%
45 to 64 years old	13.6%	69.2%	12.5%	65.5%
Education:				
Less than 12 years	16.2%	65.7%	15.3%	62.2%
12 to 15 years	13.8%	72.0%	12.4%	68.2%
16 years and over	9.8%	63.2%	9.5%	61.3%

Workers under 30 years of age were less likely to have experienced a work interruption than workers above that age, but the effect of age was much smaller for males than for females. About 12 percent of males under 30 years had experienced an interruption, and the figure rose to only 14 percent for those in the 30–44 and 45–64 age groups. The percentage of females with an interruption was 20 percent for the youngest group, 53 percent for the 30–44 age group, and 69 percent for those 45 to 64 years of age.

The reasons for the reported work interruptions are shown in Table 40. Among males, the most common reason for a work interruption was an inability to find work; approximately 8 percent had an interruption for this reason. Other reasons were illness or disability (2 percent) and family reasons (less than 1 percent). Family reasons were by far the most frequent reason given by women for work interruptions. About 41 percent had interrupted work for family reasons, 4 percent because of an inability to find work, and 2 percent because of illness or disability. Among females under 30 years of age, only 13.5 percent had experienced a work interruption for family reasons. The figure was 46 percent for females 30 to 44, and 64 percent for females 45 to 64.

TABLE 40
PERCENT OF U.S. WORKERS WITH ONE OR MORE WORK INTERRUPTIONS, BY REASON FOR INTERRUPTION.
1984

(Universe is all workers)

Age	Inability to find work	Family reasons	Illness or disability	Other reason
Males, 21 to 64 years	7.9%	0.3%	2.2%	3.4%
21 to 29 years	8.6%	0.1%	1.1%	2.0%
30 to 44 years	8.5%	0.4%	2.2%	3.6%
45 to 64 years	6.4%	0.2%	3.2%	4.5%
Females, 21 to 64 years	4.2%	40.7%	2.3%	3.5%
21 to 29 years	4.4%	13.5%	0.6%	2.3%
30 to 44 years	4.7%	46.0%	2.7%	3.7%
45 to 64 years	3.2%	64.2%	3.6%	4.6%

Source: "Male-Female Difference in Work Experience, Occupation, and Earnings: 1984," Current Population Reports, Series P-70; No. 10.

The human capital theory suggests that, other things being equal, persons with more experience should have higher earnings than persons with less experience. Table 41 shows earnings per hour by whether the person had experienced a work interruption. For both males and females, workers with no interruptions had higher earnings than those with one or more interruptions. Males without an interruption had mean earnings per hour of $10.76 and those with an interruption had earnings per hour of $8.47. The comparable figures for females were $7.44 and $6.71, respectively.

Because females were more likely than males to have had a work interruption, it might be supposed that male-female wage comparisons that are based only on persons who have had no work interruptions might show relatively close levels of earnings. The data in Table 41 show that large differences exist within this group with no interruptions. The female to male ratio was .69 for all workers (21 to 64 years of age), .83 for workers 21 to 29, .72 for workers 30 to 44, and .60 for workers 45 to 64.

TABLE 41
EARNINGS PER HOUR,
BY WHETHER PERSON HAD ONE OR MORE WORK INTERRUPTIONS
1984

(Universe is all workers)

Age by years of school completed	No work interruptions			One or more work interruptions		
	Male	Female	Female to male ratio	Male	Female	Female to male ratio
Workers 21 to 64 years old	$10.76	$7.44	0.69%	$8.47	$6.71	0.79%
21 to 29 years old	7.98	6.64	0.83%	6.77	5.24	0.77%
Less than 12 years	6.59	5.30	0.80%	5.66	4.31	0.76%
12 to 15 years	7.70	6.15	0.80%	6.76	5.28	0.78%
16 years and over	9.91	8.54	0.86%	10.81	6.90	0.64%
30 to 44 years old	11.60	8.40	0.72%	8.93	6.85	0.77%
Less than 12 years	8.09	5.58	0.69%	7.13	5.26	0.74%
12 to 15 years	10.71	7.60	0.71%	8.65	6.61	0.76%
16 years and over	14.68	10.85	0.74%	11.44	9.29	0.81%
45 to 64 years old	12.60	7.57	0.60%	9.28	6.98	0.75%
Less than 12 years	9.01	5.54	0.61%	8.00	5.62	0.70%
12 to 15 years	12.07	7.62	0.63%	8.75	6.83	0.78%
16 years and over	18.03	11.10	0.62%	13.95	9.74	0.70%

Source: "Male-Female Differences in the Work Experience, Occupation, and Earnings: 1984," Current Population Reports, Series P-70, No. 10.

TENURE ON CURRENT JOB

The number of years spent on a current job is an important variable in human capital theory. Productivity and earnings are expected to increase with specific experience and on-the-job training. Earlier tables showed data on lifetime work experience. Table 42 shows data on the number of years with the current employer (job tenure) by itself and classified by lifetime work experience.

A major tenure difference between males and females is in the proportion of persons with 10 or more years on their current job; 36 percent of males had such tenure, compared with 23 percent of females. Approximately 40 percent of male workers had 20 years or more of work experience, and 26 percent had that amount of work experience plus 10 years or more of job tenure. The comparable figures for female workers were 23 percent and 12 percent, respectively.

Table 43 provides earnings data by years of (lifetime) work experience by tenure on current job. The data show that males earn more than females within each of the experience-tenure categories. Among persons with 20 years or more of experience and 10 years or more of job tenure, the earnings ratio was .68 ($8.81/$12.95).

OCCUPATIONAL CHARACTERISTICS

Females have an occupational structure much different from males and they tend to be in occupations with low earnings. The data in table 44 illustrate the difference in the occupational distribution for males and females and show that the male-female earnings differential is present within occupational categories. The table also shows some of the changes that occurred between 1979 and 1986. The number of females as a percent of full-time workers rose in a number of professional, managerial, and technical occupations (e.g. accountants and auditors, computer programmers, managers, and lawyers). The female-to-male earnings ratio also increased in a number of the occupations shown in Table 44.

TABLE 42
U. S. WORKERS BY TENURE ON CURRENT JOB
1984

(Numbers in thousands. Universe is all workers)

Characteristics	Male		Female	
	Number	Percent of total	Number	Percent of total
Workers 21 to 64 years old	44,195	100.0	35,578	100.0
Tenure on current job				
Less than 2 years	9,722	22.0	9,117	25.6
2 to 4 years	10,048	22.7	10,383	29.1
5 to 9 years	8,596	19.4	7,992	22.5
10 years or more	15,831	35.8	8,104	22.8
Years of Work Experience by Tenure on Current Job				
Experience less than 5 years	3,868	8.8	5,071	14.3
On job less than 2 years	2,174	4.9	2,980	8.4
On job 2 years or more	1,693	3.8	2,090	5.9
Experience 5 to 9 years	8,167	18.5	9,912	27.9
On job less than 2 years	2,835	6.4	2,947	8.3
On job 2 to 4 years	2,913	6.6	3,845	10.8
On job 5 years or more	2,419	5.5	3,120	8.8
Experience 10 to 19 years	14,286	32.3	12,479	35.1
On job less than 2 years	2,889	6.5	2,169	6.1
On job 2 to 4 years	3,189	7.2	3,219	9.0
On job 5 to 9 years	3,630	8.2	3,324	9.3
On job 10 years or more	4,577	10.4	3,767	10.6
Experience 20 years or more	17,875	40.4	8,114	22.8
On job less than 2 years	1,825	4.1	1,020	2.9
On job 2 to 4 years	2,250	5.1	1,209	3.4
On job 5 to 9 years	2,548	5.8	1,548	4.4
On job 10 years or more	11,254	25.5	4,337	12.2

Source: "Male-Female Differences in Work Experience, Occupation, and Earnings: 1984," Current Population Reports, Series P-70; No. 10.

TABLE 43
EARNINGS PER HOUR,
BY TENURE ON CURRENT JOB
1984

(Universe is all workers)

Characteristics	All workers			Full-time workers		
	Male	Female	Female to male ratio	Male	Female	Female to male ratio
Workers 21 to 64 years old	$10.53	$7.13	0.68%	$10.82	$7.52	0.70%
Tenure on current job						
Less than 2 years	8.22	5.73	0.70%	8.46	6.03	0.71%
2 to 4 years	9.32	5.93	0.72%	9.38	6.78	0.72%
5 to 9 years	10.62	7.70	0.73%	10.42	7.56	0.73%
10 years or more	12.68	8.68	0.68%	12.38	7.91	0.64%
Years of Work Experience by Tenure on Current Job						
Experience less than 5 years	6.83	5.48	0.80%	7.19	5.88	0.82%
On job less than 2 years	6.64	5.23	0.79%	7.07	5.72	0.81%
On job 2 years or more	7.07	5.85	0.83%	7.33	6.07	0.83%
Experience 5 to 9 years	8.15	6.62	0.81%	8.35	6.95	0.83%
On job less than 2 years	7.49	5.95	0.79%	7.74	6.36	0.82%
On job 2 to 4 years	8.33	6.67	0.80%	8.45	6.91	0.82%
On job 5 years or more	8.70	7.20	0.83%	8.89	7.45	0.84%
Experience 10 to 19 years	10.77	7.78	0.72%	10.95	8.07	0.74%
On job less than 2 years	9.17	6.17	0.67%	9.50	6.56	0.69%
On job 2 to 4 years	10.22	7.38	0.72%	10.39	7.69	0.74%
On job 5 to 9 years	11.07	8.43	0.76%	11.15	8.71	0.78%
On job 10 years or more	11.94	8.49	0.71%	12.01	8.53	0.71%
Experience 20 years or more	12.22	7.80	0.64%	12.41	8.15	0.66%
On job less than 2 years	9.73	5.65	0.58%	10.20	6.12	0.60%
On job 2 to 4 years	11.02	6.79	0.62%	11.27	6.92	0.61%
On job 5 to 9 years	11.82	7.18	0.61%	11.98	7.42	0.62%
On job 10 years or more	12.95	8.81	0.68%	13.02	9.10	0.70%

Source: "Male-Female Differences in Work Experience, Occupation, and Earnings: 1984," Current Population Reports, Series P-70; No. 10.

TABLE 44
MEAN HOURLY EARNINGS AND FEMALE/MALE EARNINGS RATIO:
1979 AND 1986

(Selected occupations with at least 100,000 full-time workers in 1979, ranked by percent of female workers. Earnings in 1979 dollars.)

Occupation	1979 Percent Female	1979 Hourly Earnings of Females	1979 Female/ Male Earnings Ratio	1986 Percent Female	1986 Hourly Earnings of Females	1986 Female/ Male Earnings Ratio
Registered nurses	94.6	$6.98	0.82	92.7	$7.76	0.91
Bookkeepers, accounting and auditing clerks	88.1	4.98	0.66	93.0	4.98	0.74
Nursing aides, orderlies, and attendants	85.1	3.98	0.72	88.3	3.91	0.81
Waiters and Waitresses	82.7	3.10	0.71	78.7	3.01	0.65
Cashiers	77.7	4.17	0.71	79.8	3.34	0.75
Elem. School Teachers	60.9	6.27	0.82	81.9	6.97	0.95
Social workers	60.6	6.30	0.83	60.0	6.39	0.73
Computer operators	56.6	5.28	0.69	63.8	5.49	0.73
General office supervisors	53.8	6.25	0.66	70.3	6.53	0.64
Editors and reporters	42.0	6.89	0.72	44.1	7.14	0.76
Sec. School Teachers	39.7	6.33	0.83	49.1	6.99	0.86
Bartenders	37.7	3.37	0.72	43.6	3.47	0.74
Designers	36.5	5.68	0.60	44.2	5.32	0.55
Accountants and auditors	34.0	6.45	0.60	44.7	7.31	0.72
Real estate sales	33.7	6.97	0.64	42.5	6.86	0.66
Financial managers	29.3	6.95	0.57	38.3	7.28	0.58
Computer programmers	28.0	7.53	0.80	39.7	8.49	0.81
Managers, marketing, advertising, and public relations	14.1	6.73	0.55	29.3	8.61	0.60
Lawyers	10.4	9.40	0.55	15.2	10.78	0.63

Source: "Male-Female Differences in Work Experience, Occupation and Earnings: 1984," Current Population Reports, Series P-70; No. 10.

FIELD OF STUDY

Another notable difference between males and females is in the field of study of college graduates. The proportions in the various fields were as follows:

TABLE 45

Field of study	Percent in field	
	Males	Females
Law, medicine, or dentistry	6	3
Science or mathematics	11	6
Business or economics	27	17
Engineering	13	2
Education	9	30
Nursing, pharmacy, or health technologies	1	9
Vocational or technical studies	3	1

Among males, 57 percent had majored in one of the following fields: law, medicine, dentistry, science, mathematics, business, economics, and engineering. Among females, 28 percent had majored in one of these fields.

Source: "Male-Female Differences in Work Experience, Occupation, and Earnings: 1984," Current Population Reports, Series P-70; No. 10.

WEEKLY EARNINGS IN 1986:
A LOOK AT MORE THAN 200 OCCUPATIONS

The following table presents 1986 usual weekly earnings in 230 occupations and, for many occupations, the female to male earnings ratio. The data are limited to occupations in which there are at least 50,000 full-time wage and salary workers.

This table was taken from the U. S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, June 1987 pp. 41-46.

Women continue to constitute large proportions of workers in traditionally female occupations. In 1986 women represented 78 percent of all administrative support (including clerical) workers, but only 8 percent of all precision production, craft, and repair workers. Women were 58 percent of all retail and personal services sales workers, but only 39 percent of all executives, administrators, and managers.

Women accounted for a little over 48 percent of the nation's 10.3 million professional specialty workers in 1986. Female professionals remain concentrated in relatively few job categories. Nearly three-fifths are in just two categories--noncollege teachers and registered nurses.

TABLE 46

MEDIAN WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL TIME IN OCCUPATIONS EMPLOYING 50,000 OR MORE, BY SEX

1986 ANNUAL AVERAGES

(Numbers in thousands)

Occupation	Both sexes		Men		Women		Ratio female/male earnings times 100	Percent female workers
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings		
Total	78,727	$358	46,233	$419	32,494	$290	69.2	41.3
Managerial and professional specialty occupations	20,095	505	11,333	608	8,762	414	68.1	43.6
Executive, administrative, and managerial occupations	9,777	511	5,980	620	3,797	395	63.7	38.8
Administrators and officials, public administration	434	513	259	617	176	414	67.1	40.6
Financial managers	396	584	245	703	150	458	65.1	37.9
Personnel and labor relations managers	109	621	57	759	52	474	62.5	47.7
Purchasing managers	101	633	67	741	33	(1)	(1)	32.7
Managers, marketing, advertising, and public relations	421	680	320	751	101	470	62.6	24.0
Administrators, education and related fields	440	610	255	691	185	495	71.6	42.0
Managers, medicine and health	113	503	45	(1)	67	463	(1)	59.3
Managers, properties and real estate	233	375	109	407	124	343	84.3	53.2
Management-related occupations	3,004	474	1,592	565	1,412	390	69.0	47.0
Accountants and auditors	1,083	478	589	554	493	398	71.8	45.5
Underwriters, and other financial officers	600	500	321	617	279	394	63.9	46.5
Management analysts	102	567	63	673	40	(1)	(1)	39.2
Personnel, training, and labor relations specialists	327	485	148	606	179	411	67.8	54.7
Buyers, wholesale and retail trade, except farm products	177	397	79	501	98	314	62.7	55.4
Inspectors and compliance officers, except construction	181	485	146	508	36	(1)	(1)	19.9
Professional specialty occupations	10,317	500	5,353	599	4,965	428	71.5	48.1
Engineers, architects, and surveyors	1,751	676	1,636	685	115	551	80.4	6.6
Architects	87	577	77	592	10	(1)	(1)	11.5
Engineers	1,644	682	1,540	691	104	580	83.9	6.3
Aerospace engineers	95	708	91	722	4	(1)	(1)	4.2
Chemical engineers	55	721	49	(1)	6	(1)	(1)	10.9
Civil engineers	209	618	202	620	7	(1)	(1)	3.3
Electrical and electronic engineers	511	704	471	715	40	(1)	(1)	7.8
Industrial engineers	191	628	173	647	19	(1)	(1)	9.9
Mechanical engineers	283	687	272	695	11	(1)	(1)	3.9
Mathematical and computer scientists	588	628	375	696	213	521	74.9	36.2
Computer systems analysts and scientists	337	631	219	687	118	537	78.2	35.0
Operations and systems researchers and analysts	203	617	127	695	77	511	73.5	37.9
Natural scientists	339	570	265	603	74	471	78.1	21.8
Chemists, except biochemists	116	601	92	624	24	(1)	(1)	20.7
Biological and life scientists	59	503	37	(1)	22	(1)	(1)	37.3
Health diagnosing occupations	254	653	188	722	66	499	69.1	26.0
Physicians	219	653	160	728	59	505	69.4	26.9
Health assessment and treating occupations	1,464	458	243	497	1,220	449	90.3	83.3
Registered nurses	1,068	460	84	490	984	458	93.5	92.1
Pharmacists	109	607	71	613	38	(1)	(1)	34.9
Dietitians	53	336	3	(1)	50	342	(1)	94.3
Therapists	195	404	58	415	136	400	96.4	69.7
Inhalation therapists	64	386	29	(1)	36	(1)	(1)	56.3
Teachers, college and university	443	600	322	656	122	479	73.0	27.5
Teachers, except college and university	2,884	437	836	501	2,048	411	82.0	71.0
Teachers, prekindergarten and kindergarten	240	274	4	(1)	236	279	(1)	98.3
Teachers, elementary school	1,173	422	172	490	1,001	415	84.7	85.3
Teachers, secondary school	1,076	481	518	508	558	443	87.2	51.9
Teachers, special education	198	424	29	(1)	169	417	(1)	85.4
Counselors, educational and vocational	146	494	72	535	74	471	88.0	50.7
Librarians, archivists, and curators	150	425	27	(1)	123	410	(1)	82.0
Librarians	139	423	21	(1)	118	408	(1)	84.9
Social scientists and urban planners	229	569	131	663	98	470	88.8	42.8
Economists	96	704	59	794	37	(1)	(1)	38.5
Psychologists	100	491	51	581	49	(1)	(1)	49.0
Social, recreation, and religious workers	750	389	413	420	337	350	83.3	44.9
Social workers	423	399	183	451	280	368	81.8	61.5
Recreation workers	60	232	23	(1)	37	(1)	(1)	61.7
Clergy	226	396	210	400	16	(1)	(1)	7.1
Lawyers and judges	342	767	258	812	85	609	75.0	24.9
Lawyers	314	767	234	806	79	624	77.4	25.2
Writers, artists, entertainers, and athletes	979	455	589	504	390	374	74.2	39.8
Designers	282	490	182	574	110	350	61.0	37.7
Actors and directors	55	423	32	(1)	23	(1)	(1)	41.8
Painters, sculptors, craft artists, and artist printmakers	86	385	49	(1)	36	(1)	(1)	41.9
Photographers	59	392	42	(1)	17	(1)	(1)	28.8
Editors and reporters	199	425	107	480	92	373	77.7	46.2
Public relations specialists	130	518	67	698	63	440	63.0	48.5
Technical, sales, and administrative support occupations	24,080	320	8,977	437	15,083	282	64.5	62.7
Technicians and related support occupations	2,821	416	1,597	490	1,224	343	70.0	43.4
Health technologists and technicians	852	329	187	405	665	317	78.3	80.4
Clinical laboratory technologists and technicians	239	388	68	436	170	371	85.1	71.1
Radiologic technicians	94	383	32	(1)	62	367	(1)	66.0
Licensed practical nurses	281	300	9	(1)	272	296	(1)	96.8

TABLE 46 (continued)

MEDIAN WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL TIME IN OCCUPATIONS EMPLOYING 50,000 OR MORE, BY SEX

1988 ANNUAL AVERAGES

(Numbers in thousands)

Occupation	Both sexes		Men		Women		Ratio female/male earnings times 100	Percent female workers
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings		
Engineering and related technologists and technicians	843	$447	699	$471	144	$356	75.6	17.1
Electrical and electronic technicians	303	477	265	493	38	(1)	(1)	12.5
Drafting occupations	248	412	198	431	50	351	81.4	20.2
Surveying and mapping technicians	74	381	67	375	6	(1)	(1)	8.1
Science technicians	178	423	133	479	45	(1)	(1)	25.3
Chemical technicians	72	459	57	486	16	(1)	(1)	22.2
Technicians, except health, engineering, and science	549	499	598	546	351	424	77.4	37.0
Airplane pilots and navigators	54	754	53	760	1	(1)	(1)	1.9
Computer programmers	503	519	332	559	172	477	85.3	34.2
Legal assistants	145	372	34	(1)	111	361	(1)	76.6
Sales occupations	7,395	351	4,373	447	3,021	239	53.5	40.9
Supervisors	2,103	392	1,436	460	667	282	61.3	31.7
Sales representatives, finance and business services	1,388	453	789	519	599	360	69.4	43.2
Insurance sales	358	418	225	500	133	352	70.4	37.2
Real estate sales	326	457	145	516	181	389	75.1	55.5
Securities and financial services sales	215	608	164	740	52	423	57.2	24.2
Advertising and related sales	107	454	52	502	54	373	74.3	50.5
Sales occupations, other business services	382	397	203	487	178	315	64.7	46.6
Sales representatives, commodities, except retail, including sales engineers	1,226	492	1,017	508	209	382	75.2	17.0
Salesworkers, retail and personal services	2,660	215	1,122	301	1,538	183	60.8	57.8
Salesworkers, motor vehicles and boats	237	424	220	439	17	(1)	(1)	7.2
Salesworkers, apparel	166	192	40	(1)	126	174	(1)	75.9
Salesworkers, furniture and home furnishings	112	302	65	318	47	(1)	(1)	42.0
Salesworkers, radio, television, hi-fi, and appliances	107	304	84	313	24	(1)	(1)	22.4
Salesworkers, hardware and building supplies	135	287	105	292	30	(1)	(1)	22.2
Salesworkers, parts	155	274	140	286	14	(1)	(1)	9.0
Sales counter clerks	76	193	22	(1)	54	170	(1)	71.1
Cashiers	957	181	197	209	760	174	83.3	79.4
Street and door-to-door salesworkers	72	343	32	(1)	40	(1)	(1)	55.6
Administrative support occupations, including clerical	13,844	300	3,006	403	10,838	284	70.5	78.3
Supervisors, administrative support	709	424	296	521	413	385	73.9	58.3
Supervisors, general office	416	404	139	515	278	373	72.4	66.8
Supervisors, financial records processing	91	472	24	(1)	67	413	(1)	73.6
Supervisors, distribution, scheduling, and adjusting clerks	153	447	105	471	48	(1)	(1)	31.4
Computer equipment operators	722	318	236	396	486	296	74.7	67.3
Computer operators	716	318	234	396	482	296	74.7	67.3
Secretaries, stenographers, and typists	3,893	297	65	322	3,828	296	98.8	98.3
Secretaries	3,210	298	34	(1)	3,176	297	(1)	98.9
Typists	651	276	28	(1)	623	276	(1)	95.7
Information clerks	856	255	91	347	766	250	72.0	89.5
Interviewers	123	274	16	(1)	107	268	(1)	87.0
Hotel clerks	60	214	18	(1)	42	(1)	(1)	70.0
Transportation ticket and reservation agents	98	420	29	(1)	70	306	(1)	70.7
Receptionists	459	242	9	(1)	450	242	(1)	98.0
Records processing occupations, except financial	611	288	118	342	492	279	81.6	80.5
Order clerks	174	366	51	404	123	348	86.1	70.7
Personnel clerks, except payroll and timekeeping	53	317	5	(1)	48	(1)	(1)	90.6
Library clerks	54	248	8	(1)	46	(1)	(1)	85.2
File clerks	211	239	32	(1)	179	237	(1)	84.8
Records clerks	101	303	21	(1)	80	292	(1)	79.2
Financial records processing occupations	1,708	290	189	388	1,538	286	78.1	90.0
Bookkeepers, accounting and auditing clerks	1,319	287	127	343	1,193	283	82.5	90.4
Payroll and timekeeping clerks	149	316	14	(1)	135	313	(1)	90.6
Billing clerks	135	294	14	(1)	121	286	(1)	89.6
Cost and rate clerks	71	291	13	(1)	58	276	(1)	81.7
Duplicating, mail, and other office machine operators	60	266	28	(1)	33	(1)	(1)	55.0
Communications equipment operators	191	307	28	(1)	163	296	(1)	85.3
Telephone operators	181	315	25	(1)	157	304	(1)	86.7
Mail and message distributing occupations	754	445	520	485	234	405	87.1	31.0
Postal clerks, except mail carriers	274	479	164	484	110	467	96.5	40.1
Mail carriers, postal service	290	477	229	482	61	429	89.0	18.2
Mail clerks, except postal service	119	258	62	291	58	247	84.9	48.7
Messengers	81	271	65	279	16	(1)	(1)	19.8
Material recording, scheduling, and distributing clerks	1,455	322	908	359	547	285	79.4	37.6
Dispatchers	166	347	82	402	84	307	76.4	50.6
Production coordinators	178	458	100	508	78	346	68.4	43.8
Traffic, shipping, and receiving clerks	421	297	312	317	108	243	76.7	25.7
Stock and inventory clerks	479	315	299	347	180	285	82.1	37.6
Weighers, measurers, and checkers	65	279	39	(1)	26	(1)	(1)	40.0
Expediters	91	318	37	(1)	54	283	(1)	59.3
Adjusters and investigators	743	321	203	460	540	299	65.0	72.7
Insurance adjusters, examiners, and investigators	238	356	75	487	163	308	63.2	68.5
Investigators and adjusters, except insurance	334	323	89	485	244	301	64.7	73.1
Eligibility clerks, social welfare	64	300	7	(1)	58	291	(1)	90.6
Bill and account collectors	107	284	32	(1)	75	281	(1)	70.1

TABLE 46 (continued)

MEDIAN WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL TIME IN OCCUPATIONS EMPLOYING 50,000 OR MORE, BY SEX

1988 ANNUAL AVERAGES

(Numbers in thousands)

Occupation	Both sexes		Men		Women		Ratio female/male earnings times 100	Percent female workers
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings		
Miscellaneous administrative support occupations	2,144	$272	345	$375	1,800	$262	69.9	84.0
General office clerks	548	283	123	373	425	267	71.6	77.6
Bank tellers	363	231	34	(1)	329	228	(1)	90.6
Data-entry keyers	290	277	21	(1)	269	273	(1)	92.8
Statistical clerks	88	343	19	(1)	69	327	(1)	78.4
Teachers aides	180	198	9	(1)	171	197	(1)	95.0
Service occupations	8,061	223	3,987	284	4,074	191	67.3	50.5
Private household occupations	334	121	14	(1)	320	119	(1)	95.8
Child care workers, private household	148	91	2	(1)	146	90	(1)	98.6
Private household cleaners and servants	157	147	9	(1)	149	146	(1)	94.9
Protective service occupations	1,589	392	1,433	402	156	292	72.6	9.8
Supervisors, protective service occupations	165	516	158	528	8	(1)	(1)	4.8
Supervisors, police and detectives	89	558	83	575	5	(1)	(1)	5.6
Firefighting and fire prevention occupations	222	455	217	461	4	(1)	(1)	1.8
Firefighting occupations	209	464	205	469	4	(1)	(1)	1.9
Police and detectives	648	431	579	443	69	350	79.0	10.6
Police and detectives, public service	392	478	367	481	24	(1)	(1)	6.1
Sheriffs, bailiffs, and other law enforcement officers	80	401	71	410	10	(1)	(1)	12.5
Correctional institution officers	176	382	142	370	34	(1)	(1)	19.3
Guards	554	296	479	272	75	231	84.9	13.5
Guards and police, except public service	516	272	456	275	59	254	92.4	11.4
Service occupations, except protective and household	6,138	209	2,540	239	3,598	195	81.6	58.6
Food preparation and service occupations	2,288	186	973	205	1,315	173	84.4	57.5
Supervisors, food preparation and service	177	238	68	284	109	212	72.1	61.6
Bartenders	184	214	100	245	84	184	75.1	45.7
Waiters and waitresses	578	172	103	209	472	168	80.4	81.9
Cooks, except short order	817	196	447	212	370	174	82.1	45.3
Food counter, fountain and related occupations	78	152	16	(1)	62	149	(1)	79.5
Kitchen workers, food preparation	64	166	15	(1)	49	(1)	(1)	76.6
Waiters'/waitresses' assistants	95	164	65	162	29	(1)	(1)	30.5
Health service occupations	1,277	216	145	252	1,132	213	84.5	88.6
Dental assistants	112	243	0	(1)	112	243	(1)	100.0
Health aides, except nursing	254	242	43	(1)	212	241	(1)	83.5
Nursing aides, orderlies, and attendants	910	206	102	253	808	202	79.8	88.8
Cleaning and building service occupations, except household	1,883	238	1,236	266	647	197	74.1	34.4
Supervisors, cleaning and building service workers	130	313	89	348	42	(1)	(1)	32.3
Maids and housemen	363	189	71	229	292	178	77.7	80.4
Janitors and cleaners	1,338	247	1,029	281	309	207	79.3	23.1
Personal service occupations	891	212	187	255	504	203	79.6	72.9
Hairdressers and cosmetologists	274	208	40	(1)	234	205	(1)	85.4
Attendants, amusement and recreation facilities	63	234	36	(1)	27	(1)	(1)	42.9
Child care workers, except private household	143	182	11	(1)	132	177	(1)	92.3
Precision production, craft, and repair occupations	10,851	408	9,973	416	878	277	66.3	8.1
Mechanics and repairers	3,723	414	3,588	413	136	431	104.4	3.7
Supervisors, mechanics and repairers	219	524	199	523	20	(1)	(1)	9.1
Mechanics and repairers, except supervisors	3,504	408	3,388	408	116	420	102.9	3.3
Vehicle and mobile equipment mechanics and repairers	1,444	375	1,426	375	19	(1)	(1)	1.3
Automobile mechanics	858	324	847	326	10	(1)	(1)	1.5
Bus, truck, and stationary engine mechanics	310	402	307	402	3	(1)	(1)	1.0
Aircraft engine mechanics	98	505	94	506	3	(1)	(1)	3.1
Small engine repairers	52	301	52	301	0	(1)	(1)	0
Automobile body and related repairers	130	354	129	355	0	(1)	(1)	0
Heavy equipment mechanics	157	438	156	437	1	(1)	(1)	.6
Industrial machinery repairers	515	415	502	417	13	(1)	(1)	2.5
Electrical and electronic equipment repairers	642	511	584	514	58	486	94.6	9.0
Electronic repairers, communications and industrial equipment	131	450	121	447	9	(1)	(1)	6.9
Data processing equipment repairers	127	514	115	531	11	(1)	(1)	8.7
Telephone line installers and repairers	64	549	60	547	4	(1)	(1)	6.3
Telephone installers and repairers	220	568	191	571	29	(1)	(1)	13.2
Heating, air conditioning, and refrigeration mechanics	214	390	213	389	1	(1)	(1)	.5
Miscellaneous mechanics and repairers	855	403	831	404	23	(1)	(1)	3.5
Office machine repairers	54	378	54	378	0	(1)	(1)	0
Millwrights	93	501	91	501	2	(1)	(1)	2.2
Construction trades	3,469	401	3,413	401	56	333	83.0	1.6
Supervisors, construction occupations	420	500	413	500	6	(1)	(1)	1.4
Construction trades, except supervisors	3,049	389	2,999	389	50	315	81.0	1.6
Bricklayers and stonemasons	114	412	113	411	0	(1)	(1)	0
Carpet installers	53	331	52	328	0	(1)	(1)	0
Carpenters	855	349	846	349	9	(1)	(1)	1.1
Drywall installers	101	374	99	375	2	(1)	(1)	2.0
Electricians	562	473	551	475	12	(1)	(1)	2.1
Electrical power installers and repairers	106	514	104	515	2	(1)	(1)	1.9
Painters, construction and maintenance	267	299	257	301	10	(1)	(1)	3.7

TABLE 46 (continued)
MEDIAN WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL TIME
IN OCCUPATIONS EMPLOYING 50,000 OR MORE, BY SEX
1986 ANNUAL AVERAGES

(Numbers in thousands)

Occupation	Both sexes		Men		Women		Ratio female/male earnings times 100	Percent female workers
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings		
Plumbers, pipefitters, steamfitters, and apprentices	378	$470	374	$470	2	(1)	(1)	.5
Concrete and terrazzo finishers	68	343	67	341	1	(1)	(1)	1.5
Insulation workers	53	369	52	363	1	(1)	(1)	1.9
Roofers	120	303	118	303	2	(1)	(1)	1.7
Structural metalworkers	65	467	65	467	0	(1)	(1)	0
Extractive occupations	155	520	152	517	2	(1)	(1)	1.0
Precision production occupations	3,504	403	2,821	445	684	$258	58.0	19.5
Supervisors, production occupations	1,308	474	1,127	495	181	297	60.0	13.8
Precision metalworking occupations	862	432	814	441	48	(1)	(1)	5.6
Tool and die makers	151	506	149	508	2	(1)	(1)	1.3
Machinists	468	419	450	422	18	(1)	(1)	3.8
Sheet metal workers	128	408	120	410	8	(1)	(1)	6.3
Precision woodworking occupations	67	285	55	299	11	(1)	(1)	16.4
Precision textile, apparel, and furnishings machine workers	134	242	73	268	61	211	78.7	45.5
Precision workers, assorted materials	471	284	194	329	277	259	78.7	58.8
Electrical and electronic equipment assemblers	311	271	98	305	213	255	83.6	68.5
Precision food production occupations	336	293	254	327	82	208	63.6	24.4
Butchers and meatcutters	241	299	192	338	49	(1)	(1)	20.3
Bakers	69	292	51	316	18	(1)	(1)	26.1
Precision inspectors, testers, and related workers	104	483	86	481	18	(1)	(1)	17.3
Inspectors, testers, and graders	99	468	82	483	17	(1)	(1)	17.2
Plant and system operators	223	493	218	493	5	(1)	(1)	2.2
Stationary engineers	103	483	102	493	1	(1)	(1)	1.0
Operators, fabricators, and laborers	14,342	301	10,784	332	3,558	225	67.8	24.8
Machine operators, assemblers, and inspectors	7,254	283	4,401	354	2,853	223	63.0	39.3
Machine operators and tenders, except precision	4,815	278	2,873	341	1,942	211	61.9	40.3
Metalworking and plastic working machine operators	476	381	392	379	84	271	71.5	17.6
Lathe and turning machine operators	61	383	57	388	4	(1)	(1)	6.6
Punching and stamping press machine operators	140	327	95	352	45	(1)	(1)	32.1
Grinding, abrading, buffing, and polishing machine operators	142	366	124	376	18	(1)	(1)	12.7
Metal and plastic processing machine operators	167	324	128	365	40	(1)	(1)	24.0
Molding and casting machine operators	98	305	67	354	32	(1)	(1)	32.3
Woodworking machine operators	137	258	114	283	22	(1)	(1)	16.1
Sawing machine operators	90	280	77	284	12	(1)	(1)	13.3
Printing machine operators	404	354	303	394	101	282	71.6	25.0
Printing machine operators	274	366	240	381	34	(1)	(1)	12.4
Typesetters and compositors	57	323	17	(1)	40	(1)	(1)	70.2
Textile, apparel, and furnishings machine operators	1,155	195	225	247	930	186	75.3	80.5
Winding and twisting machine operators	82	237	19	(1)	64	220	(1)	78.0
Textile sewing machine operators	676	178	69	205	607	177	86.3	89.8
Pressing machine operators	108	199	33	(1)	75	182	(1)	69.4
Laundering and dry cleaning machine operators	137	194	43	(1)	94	175	(1)	68.6
Machine operators, assorted materials	2,450	305	1,696	343	754	239	69.7	30.8
Packaging and filling machine operators	367	253	141	324	227	230	71.0	61.9
Mixing and blending machine operators	87	342	81	345	6	(1)	(1)	6.9
Separating, filtering, and clarifying machine operators	61	431	53	446	8	(1)	(1)	13.1
Painting and paint sprayers machine operators	174	310	141	328	33	(1)	(1)	19.0
Furnace, kiln, and oven operators, except food	108	421	104	425	4	(1)	(1)	3.7
Crushing and grinding machine operators	54	243	42	(1)	12	(1)	(1)	22.2
Slicing and cutting machine operators	216	270	165	288	51	209	72.6	23.6
Photographic process machine operators	90	253	28	(1)	32	(1)	(1)	53.3
Fabricators, assemblers, and hand working occupations	1,859	319	1,731	365	527	251	68.8	31.8
Welders and cutters	534	378	498	382	34	(1)	(1)	6.4
Assemblers	1,001	296	567	350	434	254	72.6	43.4
Production inspectors, testers, samplers, and weighers	780	323	396	421	384	260	61.8	49.2
Production inspectors, checkers, and examiners	653	334	321	438	332	266	60.7	50.8
Production testers	51	420	39	(1)	12	(1)	(1)	23.5
Graders and sorters, except agricultural	70	230	33	(1)	37	(1)	(1)	52.9
Transportation and material moving occupations	3,684	365	3,494	372	190	287	77.2	5.2
Motor vehicle operators	2,577	346	2,426	353	151	275	77.9	5.9
Supervisors, motor vehicle operators	57	462	47	(1)	10	(1)	(1)	17.5
Truckdrivers, heavy	1,539	371	1,516	371	23	(1)	(1)	1.5
Truckdrivers, light	459	381	432	387	27	(1)	(1)	5.9
Drivers-salesworkers	188	385	179	400	9	(1)	(1)	4.8
Bus drivers	201	327	129	389	71	285	73.3	35.3
Taxicab drivers and chauffeurs	107	272	97	274	10	(1)	(1)	9.3
Transportation occupations, except motor vehicles	185	580	181	583	4	(1)	(1)	2.2
Rail transportation occupations	133	580	130	593	3	(1)	(1)	2.3
Locomotive operating occupations	57	625	57	630	1	(1)	(1)	1.8
Water transportation occupations	51	547	51	545	1	(1)	(1)	2.0
Material moving equipment operators	922	375	887	377	36	(1)	(1)	3.9
Operating engineers	155	410	154	410	1	(1)	(1)	.6
Crane and tower operators	85	458	84	458	1	(1)	(1)	1.2
Excavating and loading machine operators	81	368	80	366	1	(1)	(1)	1.2

TABLE 48 (continued)
MEDIAN WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL TIME
IN OCCUPATIONS EMPLOYING 50,000 OR MORE, BY SEX
1988 ANNUAL AVERAGES

(Numbers in thousands)

Occupation	Both sexes		Men		Women		Ratio female-male earnings times 100	Percent female workers
	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings	Number of workers	Median weekly earnings		
Grader, dozer, and scraper operators	90	$351	87	$345	3	[1]	[1]	3.3
Industrial truck and tractor equipment operators	381	325	361	327	20	[1]	[1]	5.2
Handlers, equipment cleaners, helpers, and laborers	3,404	263	2,890	271	515	$226	83.4	15.1
Helpers, construction and extractive occupations	161	240	158	237	4	[1]	[1]	2.5
Helpers, construction trades	143	236	139	233	4	[1]	[1]	2.8
Construction laborers	642	287	624	288	18	[1]	[1]	2.8
Production helpers	59	271	44	[1]	15	[1]	[1]	25.4
Freight, stock, and material handlers	1,020	263	870	272	150	221	81.3	14.7
Garbage collectors	51	286	50	285	1	[1]	[1]	2.0
Stock handlers and baggers	363	214	288	218	75	199	91.3	20.7
Machine feeders and offbearers	86	266	57	282	30	[1]	[1]	34.9
Garage and service station related occupations	185	200	178	202	7	[1]	[1]	3.8
Vehicle washers and equipment cleaners	139	215	116	214	24	[1]	[1]	17.3
Hand packers and packagers	238	233	90	257	149	222	86.4	62.6
Laborers, except construction	921	283	772	291	149	232	79.7	16.2
Farming, forestry, and fishing occupations	1,318	217	1,178	220	140	187	85.0	10.6
Farm operators and managers	67	321	59	325	9	[1]	[1]	13.4
Farm managers	60	329	54	333	7	[1]	[1]	11.7
Other agricultural and related occupations	1,162	211	1,034	215	128	184	85.6	11.0
Farm occupations, except managerial	620	195	552	199	69	167	83.9	11.1
Farm workers	575	192	519	195	57	165	84.6	9.9
Related agricultural occupations	542	235	482	242	59	205	84.7	10.9
Supervisors, related agricultural occupations	94	345	87	360	7	[1]	[1]	7.4
Groundskeepers and gardeners, except farm	396	222	379	223	17	[1]	[1]	4.3
Forestry and logging occupations	65	286	62	290	3	[1]	[1]	4.6

[1] Data not shown where base is less than 50,000.

LABOR FORCE OUTLOOK

Today more than 53 million women age 16 and over are in the labor force; they comprise 45 percent of the total labor force. Although the labor force will grow more slowly than in the past, there will be 139 million persons in the labor force in the year 2000, an increase of 21 million from 1986. Women, minorities, and immigrants will account for 90 percent of the increase. Women's share of the labor force will increase to 47 percent.

Women will be the major source of new entrants into the labor force over the next 13 years. They will account for 63 percent of the net labor force growth or 13.2 million women by 2000. The number of black women will increase by 2.1 million or 16 percent and account for a tenth of the overall labor force growth.

The number of Hispanic women in the labor force by 2000 is projected to reach 5.8 million, or increase by 85 percent. This projected 1986–2000 percent increase is more than that of white and black women's increases combined. Hispanic women should account for about 13 percent of the increase in the total labor force by 2000. In addition, about one out of ten women entrants will be Asian, Native American, or other.

The labor force will be older by 2000. While the number of workers between the ages of 20 to 34 will decline by 4.6 million, the number between 45 and 54 will increase by 12.8 million. Half of the women in the labor force will be between the ages of 35 and 54. This is a shift from 1986 when the majority of women in the labor force were between the ages of 25 and 44.

TABLE 47
WOMEN IN THE U.S. LABOR FORCE
1986 AND PROJECTED 2000

(Numbers in thousands)

	1986	2000	Percent of total	Change
Total	117,837	138,775	100.0	20,938
Men	65,423	73,136	52.7	7,713
Women	52,414	65,639	47.3	13,225
White	44,585	54,449	39.2	9,864
Black	6,311	8,408	6.1	2,097
Asian, others*	1,518	2,782	2.0	1,264
Hispanic**	3,128	5,783	4.2	2,655

Source: Bureau of Labor Statistics, Monthly Labor Review, September 1987.

* Asian and other includes American Indian, Alaskan Native, Asian and Pacific Islanders.

** Persons of Hispanic origin may be of any race.

OCCUPATIONAL OUTLOOK

Women have made great strides in obtaining jobs that require post-secondary education and/or skills training. As recently as 1986, their share of managerial and professional specialty jobs reached 43 percent. Similarly, minority women have moved into higher paying positions but at a slower rate. Over the period between 1983 and 1986, the percent of black women in executive, administrative, and managerial jobs increased from 4.9 percent to 6 percent. These trends are important as more jobs of the future will require higher skills.

Of the eleven occupations which will increase by more than 400,000 jobs by the year 2000, women held more than 80 percent in six of them in 1986. These eleven occupations are expected to account for 30 percent of job growth by 2000.

The three broad occupational groups with the most highly trained workers (executive, administrative, and managerial; professional specialty; and technical and related support) will account for 40 percent, or 8 million, of the job growth between 1986 and 2000. In 1986, women held 43.8 percent of such jobs. Black women accounted for 7 percent and Hispanic women 3 percent.

The occupational group with the greatest increase, 5.4 million, is service workers. This job category, dominated by women who accounted for 61 percent of the service jobs in 1986, is within the group of jobs requiring the least skills. Within this group of jobs of lower skilled workers, three will have declining employment: farming, forestry, and fishing; machine setters and operators; and hand workers, including assemblers. Although women held only 11 percent of the jobs in the farming category, they held 31 percent of the jobs in the other two categories.

TABLE 48
OCCUPATIONS WITH THE LARGEST JOB GROWTH
1986-2000

(Numbers in thousands) Occupation	Number	Percent Women	New Jobs
1. Salespersons, retail	3,579	59.5%	1,201
2. Waiters and waitresses	1,702	85.1%	752
3. Registered nurses	1,406	94.3%	612
4. Janitors, cleaners (including maids) and housekeeping cleaners	2,678	42.7%	604
5. General managers and top executives	2,383	N/A	582
6. Cashiers	2,165	82.9%	575
7. Truck drivers, light and heavy	2,211	4.3%	525
8. General office clerks	2,381	80.5%	462
9. Food counter, fountain, and related workers	1,500	N/A	449
10. Nursing aides, orderlies, and attendants	1,224	99.5%	433
11. Secretaries	3,234	99.0%	424

Source: Bureau of Labor Statistics, Monthly Labor Review, September 1987.

INDUSTRIAL OUTLOOK

The economy of the U. S. has long been and will continue to be dominated by the service-producing sector. That sector includes the following industry groups: transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; services; and government. The largest component of the service producing sector, which is services, accounted for 30 percent of the total employment of 74.4 million workers in 1986.

Nearly all of the projected net increase of 21 million jobs between 1986 and 2000 will be in the service-producing sector. By that year, 80 percent of all non-farm wage and salary employment will be in the service-producing sector compared with 75 percent in 1986.

The increase in the service sector will benefit working women. In 1986, 40.5 million, or more than four out of five, were employed in the service-producing industries. Women dominated many of the industries where growth is expected to be greatest. For example, they held more than three-fourths of the jobs in the health services industry (including hospitals) and the social services industry.

The ten industries projected to generate the largest number of new wage and salary jobs will account for 45 percent of the increase in employment from 1986 to 2000. Women held more than half of the jobs in six of these industries in 1986.

DEFINITIONS

Civilian Labor Force: The civilian labor force is comprised of all persons 16 years and older who are classified as employed or unemployed.

Employed: Employed persons are all those who (a) worked for pay at any time during the survey week; (b) worked 15 hours or more as unpaid workers in their own business, family business, or family farm during the survey week; or (c) had a job but did not work during the survey week due to illness, bad weather, industrial dispute, vacation, or other personal reasons.

Unemployed: Unemployed persons are those who (a) were not working during the survey week, made specific efforts to find a job during the preceding four weeks, and were available for work during the survey week; (b) were on layoff and waiting to be recalled; or (c) were waiting to report to a new job within thirty days.

Not in the Civilian Labor Force: All persons not classified as employed or unemployed are not in the civilian labor force.

Labor Force Participation Rate: The labor force as a percent of the civilian noninstitutional population age 16 and over reveals the rate of participation.

Unemployment Rate: The unemployed as a percent of the labor force reveals the rate of unemployment.

Full- and Part-time workers: Full-time workers are those who usually work 35 hours or more per week. Part-time workers are those who usually work up to 34 hours per week.

Own Children: Children defined as own children are never-married daughters, sons, stepchildren, and adopted children. Excluded from the category are other related children, such as grandchildren, nieces, nephews, cousins, and unrelated children.

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